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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION
(Department of Labour and Employment)

ORDER

New Delhi, the 27th October 1967

S.O. 3883.—Whereas for the purposes of enabling the Central Government to fix or revise rates of wages in respect of working journalists a Wage Board was constituted under section 9 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955) by the notification of the Government of India in the Ministry of Labour and Employment No. S.O. 3202 dated the 12th November, 1963;

And whereas the recommendations of the said Board have been received by the Central Government;

And whereas the Central Government has accepted the said recommendations subject to certain minor modifications hereinafter specified, being modifications which in the opinion of the Central Government, do not effect important alterations in the character of the recommendations;

Now, therefore, in exercise of the powers conferred by section 12 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), the Central Government hereby—

(a) makes an order in terms of the recommendations of the Board contained in chapter IV of its report which is reproduced in the Schedule hereto annexed subject to the modifications, that—paras 4.34 and 4.35 of the Report shall be omitted.

(b) directs that the said order shall come into operation in respect of the recommendations of the Board on the dates specified in paragraph 4.32 read with paragraph 4.38 of the said chapter IV.

CHAPTER I

Constitution of the Wage Board and the Procedure Adopted by it.

Constitution of the Wage Board :

1.1. In exercise of the powers conferred by Section 9 of the working journalists (Conditions of Service) and miscellaneous Provisions Act 1955 (45 of 1955) as amended by the Working Journalists (Amendment) Act of 1962, the Central Government constituted a Wage Board for the purpose of fixing or revising rates of wages in respect of Working Journalists in accordance with the provisions of the said Act, consisting of representatives of employers in relation to newspaper establishments, Working Journalists and independent persons. The Notification of the Government dated 12th November 1963 is as follows :

"S.O. 3202. In exercise of the powers conferred by section 9 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), the Central Government hereby constitutes a Wage Board for the purpose of fixing or revising rates of wages in respect of Working Journalists in accordance with the provisions of the said Act, consisting of representatives of employers in relation to newspaper establishments, Working Journalists and independent persons mentioned in the Table annexed hereto and appoints Shri G. K. Shinde, an Ex-Chief Justice of the former Madhya Bharat High Court as the Chairman of the said Board.

TABLE

Sr. No.	Name	Interest Represented
1	Shri P. K. Roy, General Manager, the Times of India, Dadabhai Naoroji Road, Bombay	Representatives of Employers.
2	Shri K.A. Nettakallappa of the Prajavani, Bangalore, and Vice President, Indian Languages Newspaper Association	
3	Shri L. Meenakshi Sundaram of the Mail, Madras and Secretary General, Indian Federation of Working Journalists	Representative of Working Journalists.
4	Shri Kedar Ghosh of the Statesman, Calcutta and Treasurer, Indian Federation of Working Journalists	
5	Shri G. K. Shinde, Ex-Chief Justice of the former Madhya Bharat High Court, and Chairman of the Central Wage Board for the Iron and Steel Industry, Indore	Independent persons.
*6	Shri Bhakt Darshan, M.P.	
7	Shri P. Brahmayya, President, Indian Institute of Chartered Accountants, New Delhi	

Sd./- P. M. MENON, Secy.

[No. F. 60/1/63-LRI.]

Vide Ministry of Labour and Employment, Government of India's Memorandum No. WB-11(13)/62, dated the 24th May, 1962 Shri V. R. Kulkarni was appointed Secretary of the Board.

*Shri Sidheshwar Prasad, M.P. has been appointed member in place of Shri Bhakt Darshan, M.P. *vide* Notification No. F. No. 60/7/63-LRI, dated 11th December, 1963.

1.2. Shri P. K. Roy tendered his resignation as a member of the Board by his letter dated the 29th of May, 1964. The Central Government by its Notification dated 1st July, 1964 appointed Shri A. B. Nair as a member of the Wage Board in the vacancy caused by the resignation of Shri P. K. Roy. On 8th July, 1964 Shri A. B. Nair also resigned from the membership of the Board. Consequently by the Notification dated 27th July, 1964 the Central Government appointed Shri Upendra Acharya as a member of the Wage Board in the place of Shri A. B. Nair. Shri Upendra Acharya tendered his resignation as a Member of the Board by his letter dated the 4th January, 1967. The Government of India by its Resolution dated the 8th February, 1967 appointed Shri K. M. Mathew in his place. Shri Kedar Ghosh resigned his membership of the Board by his letter dated the 19th April, 1967. The Government of India by its Resolution dated the 27th April, 1967 appointed Shri S. B. Kolpe in his place.

Procedure Adopted by the Board:

1.3. The first meeting of the Wage Board was summoned on 23rd December, 1963 at Bombay. It was decided in this meeting that besides the notice to be issued under sub-section 1 of section 10 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act of 1955 a Questionnaire should also be issued. The notice and the Questionnaire were issued on the 15th of April, 1964 and the time fixed for receiving the representations and also for the replies was the 15th of July, 1964. In the third meeting of the Board held on the 19th August, 1964 the Board passed the following resolution :—

> "Taking into consideration the fact that most of the newspaper establishments have expressed their inability to submit their replies before the appointed date on account of voluminous work involved, the Board resolves that it is advisible to take into consideration the replies received upto 30th September, 1964."

1.4. The Board has the powers to regulate its own procedure subject to the provisions contained in the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act of 1955 and the rules made thereunder. The Board generally has followed the procedure laid down in the said Act and the rules framed by the Central Government thereunder. The only departure is the publishing of the tentative proposals for inviting public comments. In view of the observations made by Their Lordships of the Supreme Court in Express Newspaper Limited etc. *Vs.* The Union of India, the Board thought it advisible to publish the tentative proposals for eliciting public opinion (*Vide* A.I.R. 1958 S.C. page 578 para 234 and 260). It may also be mentioned here that this procedure does not contravene any of the provisions of the Act or the rules. Besides, in the opinion of the Board eliciting public opinion regarding the tentative proposals before they are finalised, is a fair and wholesome measure. These were the considerations which impelled the Board to publish the proposals in the exercise of the powers to regulate its own procedure conferred by section 11 of the Act.

1.5. In response to the notice issued under sub-section 1 of section 10 of the Act in all 18 representations were received. The number of replies to the questionnaire received was 71. These replies and representations were found to be inadequate to fix a wage structure. Requests were also made by some persons in writing that they be given an opportunity of being heard in person. The Board, therefore, decided to record evidence of some of the interested parties. The total number of persons examined was 100 out of which 76 were representatives of the employers, 20 were the representatives of the employees and one individual and three All India Organisations *viz*, Indian and Eastern Newspaper Society, Indian Language Newspaper Association, and Indian Federation of Working Journalists. The names of the persons examined, the parties that they represent and the newspaper establishments or organisations to which they belong are given in Annexure II.

1.6. On 22nd October, 1964 the Board also recommended the interim relief to the Working Journalists. The Resolution passed by the Board in this regard is as follows :—

> "(2) (i) The Board also resolved that interim relief equal to 8 per cent of the basic pay which a working journalist was drawing on 30th April, 1964 subject to a minimum of Rs. 15 per month and a maximum of Rs. 25 per month be paid to the Working Journalists.
>
> (ii) This interim relief should be granted to working journalists drawing a basic pay upto Rs. 750 per month. This is subject to marginal adjustments in cases of those working journalists who draw basic pay of more than Rs. 750 and less than Rs. 775 in whose case an

interim relief of the amount by which their basic pay falls short of Rs. 775 shall be granted.

(iii) This interim relief shall be payable to working journalists with effect from the 1st of May 1964.

(iv) This interim relief shall be payable to those working journalists to whom the working journalists (Conditions of Service) and Miscellaneous Provisions Act apply.

(v) This amount of interim relief shall be in addition to the dearness allowance payable to Working Journalists.

(vi) If the emoluments of Working Journalists consisting of basic pay plus dearness allowance and interim relief, if any already granted voluntarily or by way of mutual agreement, on or after the constitution of the Wage Board, i.e., the 12th November, 1963 exceeds the emoluments which a Working Journalist shall be entitled to after adding the interim relief granted by the above recommendations to the basic pay and dearness allowance, in that case his emoluments shall not be affected by these recommendations. If, however, it falls short, then in that case, the working journalist shall be entitled to a rise of an amount equal to the difference."

CHAPTER II

General Principles Governing the Wage Structure

2.1. The wage policy to be followed in the country was first laid down in India by the Constitution in its directive principles. Article 43 of the Constitution runs as follows:—

"The State shall endeavour to secure, by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities, and in particular, the State shall endeavour to promote cottage industries on an individual or co-operative basis in rural areas."

2.2. The Central Government appointed a Central Advisory Council to advise the Government on fair wages, fair remuneration for capital and conditions of labour. This Central Advisory Council appointed a Committee in 1948 to enquire into and report on the subject of fair wages to labour. The Committee submitted its report in 1949. This Committee discussed the concepts of 'Minimum Wage,' 'Living wage,' and 'fair wage' and has made certain recommendations regarding the fixation of fair wages. The question of fixation of wages came for consideration before the Supreme Court in Express Newspaper (Pvt.) Ltd., etc. *Vs.* The Union of India and others reported in A.I.R. 1958 Supreme Court Page 578. Their Lordships of the Supreme Court discussed the question of wages at some length in this case and have laid down some guiding principles for the fixation of wages. It is advisible to reproduce some of the relevant passages of this judgement. Their Lordships of the Supreme Court—observed:—

"There is also a distinction between a bare subsistence or minimum wage and the statutory minimum wage. The former is a wage which would be sufficient to cover the bare physical needs of a worker and his family, that is, a rate which has got to be paid to the worker irrespective of the capacity of the industry to pay. If an industry is unable to pay to its workmen at least a bare minimum wage it has no right to exist etc. etc."(*Vide* para 55).

With regard to the concept of living wage Their Lordships observed:—

"It will be seen from this summary of the concepts of the living wage held in various parts of the world that there is general agreement that the living wage should enable the male earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter but a measure of frugal comfort including education for the children, protection against ill-health, requirements of essential social needs and a measure of insurance against the more important misfortunes including old age." (*Vide* para 51).

With regard to the concept of fair wage Their Lordships observed:—

"It will be noticed that the 'fair wage' is thus a mean between the living wage and the minimum wage etc. etc." (*Vide* Para 57).

In respect of fixation of fair wages Their Lordships have laid down the following principles:—

"(1) In the fixation of rates of wages which include within its compass the fixation of scales of wages also, the capacity of the industry to pay is one of the essential circumstances to be taken into consideration except in cases of bare subsistence or minimum wage where the employer is bound to pay the same irrespective of such capacity;

(2) The capacity of the industry to pay is to be considered on an industry-*cum*-region basis after taking a fair cross section of the industry : and

(3) The proper measure for gauging the capacity of the industry to pay should take into account the elasticity of demand for the product, the possibility of tightening up the organisation so that the industry could pay higher wages without difficulty and the possibility of increase in the efficiency of the lowest paid workers resulting in increase in production considered in conjunction with the elasticity of demand for the product—no doubt against the ultimate back-ground that the burden of the increased rate should be such as to drive the employer out of business." (*Vide* Para 73).

Discussing the capacity of the industry to pay Their Lordships observed:—

"It is clear, therefore, that the capacity of an industry to pay should be gauged on an industry-*cum*-region basis after taking a fair cross-section of that industry. In a given case it may be even permisible to divide the industry into appropriate classes and then deal with the capacity of the industry to pay classwise.' (*Vide* Para 68).

2.3. The Fair Wages Committee laid down the following principles for the fixation of a fair wage :—

"While the lower limit of the fair wage must obviously be the minimum wage, the upper limit is equally set by what may broadly be called the capacity of industry to pay. This will depend not only on the present economic position of the industry but on its future prospects. Between these two limits the actual wages will depend on a consideration of the following factors and in the light of the comments given below:—

(1) the productivity of labour;

(2) the prevailing rates of wages in the same or similar occupations in the same or neighbouring locality;

(3) the level of the national income and its distribution; and

(4) the place of the industry in the economy of the country."

These principles were approved by Their Lordships of the Supreme Court in the case cited above.

2.4. The latest decision in this behalf is given by Their Lordships of the Supreme Court in Ahmedabad Mill Owners Association and others and Textile Labour Association, Ahmedabad (Vide 1966-Vol. I, Labour Law Journal Page 1). Their Lordships observed:—

"The claim of the employees for a fair and higher wage is undoubtedly based on the concept of social justice, and it inevitably plays a major part in the construction of a wage structure. There can be little doubt that if the employees are paid a better wage which would enable them to live in fair comfort and discharge their obligations to the members of their families in a reasonable way, they would be encouraged to work wholeheartedly and their work would show appreciable increase in efficiency.

On the other hand, in trying to recognise and give effect to the demand for a fair wage, including the payment of dearness allowance to provide for adequate neutralisation against the ever-increasing rise in the cost of living, industrial adjudication must always take into account the problem of the additional burden which such wage structure would impose upon the employer and ask itself whether the employer can reasonably be called upon to bear such burden. The problem of constructing a wage structure must be tackled on the basis that such wage structure should not be changed from time to time. It is a long-range plan; and so, in dealing with this problem, the financial position of the employer must be carefully examined. What has been the progress of the industry in question; what are the prospects of the industry in future; has the industry been making profits; and

if yes, what is the extent of profits; what is the nature of demand which the industry expects to secure; what would be the extent of the burden and its gradual increase which the employer may have to face? These and similar other considerations have to be carefully weighed before a proper wage structure can be reasonably constructed by industrial adjudication. Unusual profit made by the industry for a single year as a result of adventitious circumstances, or unusual loss incurred by it for similar reasons, should not be allowed to play a major role in the calculations which industrial adjudication would make in regard to the construction of a wage structure. A broad and over all view of the financial position of the employer must be taken into account and attempt should always be made to reconcile the natural and just claims of the employees for a fair and higher wage with the capacity of the employer to pay it; and in determining such capacity, allowance must be made for a legitimate desire of the employer to make a reasonable profit. In this connection, it may also be permissible to take into account the extent of the rise in price structure which may result from the fixation of a wage structure, and the reasonableness of the additional burden which may thereby be imposed upon the consumer." (*Vide* Page 28).

2.5. These are the general principles which govern the fixation of wage structure in respect of industrial labour.

CHAPTER III

Grounds underlying the Recommendations

Gross Revenue:

3.1. Gross revenue of a newspaper was defined by the Wage Committee as that revenue which is the total of its circulation revenue and advertisement revenue and that of a news agency as the total of its subscription revenue. The reason given by the Wage Committee is that it did not consider it equitable that revenues received from other sources like job work, type foundry, safe deposit vaults etc., which are extraneous to the newspaper business as such, should be taken into account for the purpose of determining the class of the paper. The Committee also states that the exclusion of such sources of revenue has not affected the classification of a large majority of the papers examined by them (*vide* para 35 of the report of the Working Journalists Wage Committee). The Board is unable to agree with this view. In the course of evidence it has come to the notice of the Board that the amount of revenue from sources like job work, type foundry, etc., is considerable in some newspaper establishments. Besides revenue earned from the sources like job work, type foundry, etc., is the result of the investment made by the newspaper establishment. As such there is no reason why such income should not be taken into consideration for the purpose of determining the class of the paper. Consequently the Board has defined the gross revenue as the entire revenue earned by the establishment from one centre. Alteration, however, had to be made in this definition in respect of groups because of the observations made by Their Lordships of the Supreme Court in Express Newspaper (Pvt.) Ltd., Vs. The Union of India which has already been referred to in Chapter II. Their Lordships observed:—

"Even though, the Wage Board classified the newspaper establishments into five classes from 'A' to 'E' on the basis of their gross revenue the proportion of the advertisement revenue to the gross revenue does not appear to have been taken into consideration nor was the essential difference which subsisted between the circulation and the paying capacity of the language newspapers as compared with newspapers in the English language taken into account. If this had been done, the basis of gross revenue which the Wage Board adopted would have been modified in several respects.

The grouping of the newspapers into chains or multiple units implied that the weaker units in those groups were to be treated as on par with the stronger units and it was stated that the loss in the weaker units would be more than compensated by the profits in the more prosperous units. The impact of these proposals on groups of newspapers was only defended on principle without taking into consideration the result which they would have on the working of the weaker units. Here also the Chairman expressed the opinion that the Board was conscious that as a result of its decision, some of the journalists in the weaker units of the same group or chain may get

much more than those working in its highest income units. He, however, stated that if the principle was good and scientific the inevitable result of its application should be judged from the standpoint of Indian Journalism as a whole and not the burden it casts on a particular establishment. It is clear, therefore, that this principle which found favour with the Wage Board was sought to be worked out without taking into consideration the burden which it would impose upon the weaker units of a particular newspaper establishment." (*Vide* A.I.R. 19, Supreme Court, para 252 and 253).

From these observations it is clear that language papers and English papers are to be dealt with separately so that the impact of the proposed wage scale on the weaker and stronger unit can be gauged. Consequently the definition of gross revenue in respect of groups runs as follows:—

"The entire revenue of a unit is to consist of its circulation and advertisement revenue and that part of the rest of the revenue which is proportionate to its circulation and advertisement revenue."

It has also been specified that revenue in respect of circulation and advertisement shall be taken to be the amount arrived at after deducting the commission actually allowed to the extent to which the amount of commission was allowed is reasonable. It has also been clarified that the reasonable commission should be one which is finally accepted by the Income Tax authorities.

3.2. In view of the observations of Their Lordships of the Supreme Court referred to above a unit in a group is described as follows:—

"English daily newspapers including the 7th day edition by whatever name they are called published from one centre by a newspaper establishment will form one unit and all Indian language daily newspapers published from one centre including the 7th day edition by whatever name they are called will also form one unit."

Consideration of Advertisement Revenue:

3.3. Advertisement revenue is no doubt an important factor in the creation of profits for newspapers. The greater the proportion of advertisement revenue in the total gross-revenue, the greater must be the profit-yielding capacity of the paper. This principle has also been approved by the Supreme Court in the decision referred to above. Consequently due consideration has been given to the proportion of the advertisement revenue to the gross revenue by incorporating para. 10 in Chapter IV. This clause runs as follows:—

"If the advertisement revenue of any such newspaper not being a newspaper falling in class VII, is less than 40 per cent of its gross revenue reduced by advertisement revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue."

Multiple Units, Groups and Chains:

3.4. The newspaper establishments which fall in the definition of groups and multiple units have some definite economic advantages. Common management, common pattern, common editorials and articles, common press, common correspondents make for appreciable savings in the cost of producing newspapers and magazines which form part of groups and multiple units. Consequently the Board has proposed to place all constituent units of a multiple unit in the highest of the classes in which they taken separately, would fall, with a proviso that weaker unit will not be placed more than two classes above the class in which it would fall on the basis of its own revenue. Similarly in the case of groups it is provided that the weaker unit at that centre will be given a weightage of two classes in the case of newspapers falling under class I, II and III and a weightage of one class in the case of papers falling under class IV, V, VI and VII. In the case of chains there is hardly any room for saving. Consequently it is provided that each constituent unit will be classified according to its own individual revenue.

3.5. Weightage has also been given in the case of weeklies, fortnightlies, bi-weeklies, tri-weeklies, and monthlies if they form part of a group or a multiple unit (*vide* clause 18 Chapter IV).

Classification of Newspapers and News Agencies:

3.6. The principle that the capacity of an industry to pay is to be gauged on an industry-*cum*-region basis after taking a fair cross-section of that industry and that in a given case the industry may be divided into appropriate classes to judge

the capacity of the industry class-wise has become fully crystallised. This principle was laid down by the Supreme Court in the case of Express Newspaper Pvt. Ltd., *Vs.* the Union of India which has already been referred to. The principle has also been reiterated in several later decisions of the Supreme Court. It is common knowledge that the newspaper industry does not present any regional characteristics. Proximity to a port or railway station or coal mines or mines producing raw materials or water supply are material consideration in the case of factories and plants; but these considerations are of little importance in the case of newspaper industry. The Board fully endorses the view expressed by the Wage Committee:

> "If the differing advertisement potential of different areas is taken into account separately, there are no clear cut circumstances that would stamp the regional character on the economy of newspapers."

Besides in the same region one finds great disparity in the resources of different newspaper establishments. For instance the total income of Times of India or Indian Express or Indian National Press of Bombay is much larger than that of Sakal or Kesari of Poona. The same is the case of Hindustan Times, Tribune and Patriot of Delhi. There is, therefore, a strong case for the industry to be divided into classes for the sake of judging the capacity to pay.

3.7. That the classification should be made on the basis of gross revenue is admitted even by the Wage Committee. The evidence recorded by us also supports this view. The gross revenue, however, has been defined by the Wage Committee as the total consisting of circulation revenue and advertisement revenue. The Board, however, has defined the gross revenue as the total revenue received from all sources.

3.8. A number of persons representing both employers and employees who were examined by the Board have stated that on account of inflation the classification made by the Wage Committee should be revised upwards. Some of them have also stated that the upper limit of Rs. 50 lakhs, fixed by the Wage Committee, should also be revised and 2 or 3 classes be added on the top. After examining the financial resources of some of the newspaper establishments, the Board decided to place the highest limit at Rs. 2 crores and also to add two more classes to the classification of the Wage Committee namely, Rs. 50 lakhs to Rs. 1 crore and Rs. 1 crore to Rs. 2 crores. According to the Wage Committee the lowest class of paper consisted of those which had a revenue of less than Rs. 2½ lakhs. The Board has raised this limit to Rs 3 lakhs. The classification proposed by the Board is as follows:—

Class and Gross Revenue:

I. Rs. 200 lakhs and above.
II. Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III. Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV. Rs. 25 lakhs and above and less than Rs. 50 lakhs.
V. Rs. 12-1/2 lakhs and above and less than Rs. 25 lakhs.
VI. Rs. 5 lakhs and above and less than Rs. 12½ lakhs.
VII. Less than Rs. 5 lakhs.

3.9. Although the classification of the news agencies is the same as that of the daily newspapers, on account of the special position enjoyed by Press Trust of India as a National agency it is placed in class II. Although its present revenue at the end of 1965 is about Rs. 85 lakhs, as a national agency, P.T.I. has to cater even for top class papers. Besides the aspects of objectivity, speed, accuracy and integrity are the special characteristics which mark the work of working journalists in a news agency. The National Industrial Tribunal presided over by Shri Salim Merchant in its Award dated the 30th November, 1960 states as follows:—

> "I am, therefore, more than satisfied as far as ability and duties are concerned, the working journalists of the P.T.I. specially of its group III categories are entitled to be compared—favourably with class 'A' newspapers (*vide* the Gazette of India, 24th December, 1960 page 3593)".

As the total income in 1965 amounts to about Rs. 85 lakhs and the expectation of income of the next year is about Rs. 92 lakhs, it may not be long before its income exceeds Rs. 1 crore. It may be stated here, however, that the special weightage has been given only as long as the revenue of P.T.I. continues to be less than Rs. 1 crore. The demand of the services of the P.T.I. being inelastic it should not be impossible for P.T.I. to increase its resources.

Classification of Weeklies and Periodicals:

3.10. Weeklies have also been reclassified. According to the Wage Committee, class I consisted of those weeklies whose gross revenue was Rs. 12½ lakhs and above. The lowest class consisted of those weeklies whose gross revenue was less than Rs. 1 lakh. The Board divided the weeklies into six classes as follows:—

Class and Gross Revenue:

I. Rs. 50 lakhs and above.
II. Rs. 25 lakhs and above and less than Rs. 50 lakhs.
III. Rs. 12½ lakhs and above and less than Rs. 25 lakhs.
IV. Rs. 5 lakhs and above and less than Rs. 12½ lakhs.
V. Rs. 2½ lakhs and above and less than Rs. 5 lakhs.
VI. Less than Rs. 2½ lakhs.

Grouping of Working Journalists:

3.11. Grouping of Working Journalists has also been revised. Some designations which did not find place in the grouping of the Wage Committee have been inserted. Some groups have been sub-divided so as to be able to fix wage scales commensurate with the responsibility which is to be shouldered. Grouping of Working Journalists is given in Para 24 of Chapter IV.

Wage Scales:

3.12. The principles governing the rates and scales of wages have been reviewed in the previous Chapter. It is evident from the said principles that bare subsistence wage has to be paid even though the industry may have no capacity to pay and that except in the case of bare subsistence wage it is incumbent on wage fixing authorities to take into consideration the capacity of the industry to pay. In the proposed scales of wages the minimum starting wage for the Proof Reader in class VII is Rs. 145 P.M. (Basic pay Rs. 105-00 and dearness allowance Rs. 40,) in area III. In Gujarat the minimum wage fixed under the minimum Wages Act on 31st December 1965 for the printing industry was Rs. 120 per month in Zone III and Rs. 110 per month in Zone IV. Zone III comprises towns like Bulsar, Navsari, Broach, Anand, Nadiad, Godra, Dohad, Viramgaon, Mehsana, Patan, Amreli, etc., and Zone IV comprises areas excluding Ahmedabad, Baroda, Rajkot, Bhavnagar, Surat, Jamnagar and the towns forming part of Zone III enumerated above. Proof Readers belonging to class VII can be compared to either Zone III or Zone IV of Gujarat. Gujarat consolidated minimum wage being Rs. 120 per month for Zone III and Rs. 110 per month for Zone IV, the scale proposed for Proof Readers in class VII compares very favourably with the Gujarat Scales. It starts from Rs. 145 per month and goes upto Rs. 260 per month at the end of 12 years. In Maharashtra Proof Reader in last two Zones gets the minimum wage of Rs. 123.75 and Rs. 116 per month respectively. Thus the proposed wage scale for Proof Readers in class VII also compares favourably with the minimum wage fixed by Maharashtra State for the Proof Readers in the printing industry. It may be added here that Proof Readers in a newspaper have a greater responsibility to shoulder for ensuring accuracy and rectifying glaring mistakes found in the original than Proof Readers in job presses. Consequently it is but natural that they should get a higher scale of pay than that of Proof Readers in printing industry.

3.13. This examination indicates quite clearly that the proposed wage scale for Proof Readers in class VII is higher than the bare subsistence wage. As the scales for other classes and categories are higher than those proposed for the Proof Readers in class VII it is evident that the scales recommended by the Board must stand the test that the industry has the capacity to pay.

3.14. The principles expounded in the previous chapter apply as a general rule to industrial employees. The working journalists belong to middle class. Consequently the Board concurs with the views expressed by the Wage Committee that in fixing wages for working journalists the two main factors to be taken into consideration are prevailing rates of wages in the same or similar occupation in the same or neighbouring localities and the capacity of the industry to pay. The work of working journalists being unique in character, it is very difficult to find comparable occupations. Majority of the persons who appeared before us have stated that the work of the working journalists cannot be likened to that of any other occupation. The work of a working journalist must be marked with quickness and efficiency. Besides he has to work to a tight time-schedule and apart from leave admissible to him he does not get many holidays. There are, therefore, very few occupations which can be said to be comparable. In the printing industry there are, no doubt, Proof Readers; but the work of the Proof Reader in newspaper establishments is more exacting and calls for greater responsibility. In a daily newspaper which publishes

several editions during the day the Proof Reader has to take final responsibility in ensuring conformity with the copy and for completing the work within the stipulated time.

3.15. The proposed wage scale for Proof Readers in class VII compares on the whole favourably with wage scales of Proof Readers belonging to Government Printing Presses of Gujarat, Rajasthan and Madhya Pradesh. In Gujarat wage scale is Rs. 91—3—130—EB—4—170. With dearness allowance, compensatory allowance and house rent allowance a Proof Reader working in Gujarat Government Printing Press gets a starting salary of Rs. 142.33 per month while the maximum that he will get after 23 years' service will be Rs. 259.00 per month. The total emoluments of a Proof Reader in class VII, as proposed by the Wage Board, is Rs. 160.00 per month for area No. II In 12 years his total emoluments would amount to Rs. 275.00 per month. The Rajasthan Government Printing Press has two grades of Proof Readers—Grade I and Grade II. The initial salary of Grade I including dearness allowance and other allowances is Rs. 155.25. After 19 years' of service his total emoluments would be Rs. 297.00 per month; while in the case of grade II the starting salary is Rs. 124.55 per month and the maximum is Rs. 223.50 per month after 16 years' of service. In Madhya Pradesh there are two grades, viz., Senior and Junior Reader. The Senior Reader's grade is Rs. 140—5—160—6—190—EB—6—220. The initial salary of a Senior Reader including all allowances is Rs. 182. After 14 years' of service he will get the maximum of Rs. 262 per month. The Junior Readers' grade is as follows: Rs. 120—4—140—5—160. The initial salary in this grade is Rs. 162 per month inclusive of all allowances. After 9 years' of service he will get the maximum of Rs. 207.00 per month.

3.16. The Central Government Press has got two categories of Readers, viz., Junior Reader and Senior Reader. The total emoluments of a Junior Reader at the start are Rs. 274.50 per month while the maximum is Rs. 405.00 per month which he reaches after 15 years' of service. The Senior Readers' total emoluments at the initial stage are Rs. 296.64 per month and the maximum is Rs. 479 per month after 16 years' of service. In class I a Proof Reader in area I gets Rs. 260-00 per month at the start. After 12 years his total emoluments would amount to Rs. 490-00 per month. It is thus clear that although the Proof Reader in class I gets less at the initial stage, he gets much more when he reaches the maximum. It may also be stated here that the Junior Reader in the Central Government Press gets Rs. 405.00 per month after 15 years' of service while the Proof Reader in class I newspaper will get Rs. 490 after 12 years' of service. Even in class II and III newspapers the maximum salary of a Proof Reader is much more than the maximum salary of a Junior Reader in the Central Government Press.

3.17. The only comparable occupations can perhaps be the staff of the news services division of the All India Radio. The pay of the Sub-Editor is Rs. 270—10—290—15—410—EB—15—485. The initial salary inclusive of all allowances of a Sub-Editor in All India Radio is Rs. 442.10 per month. After 15 years' of service his maximum emoluments would be Rs. 716·55 per month. In class I newspapers a Sub-Editor in area I will get Rs. 490 per month (Rs. 400 basic pay and Rs. 90 dearness allowance) while the maximum will be Rs. 1,400 per month (Rs. 1,250 basic pay and Rs. 150 dearness allowance). Even in class III newspapers the total emoluments at the maximum stage are much higher than those of a Sub-Editor in All India Radio. Another comparable post is that of an Assistant Editor. The Assistant Editor in All India Radio gets the following scale: Rs. 350—25—500—30—590—EB—30—800. The total emoluments at the initial stage are Rs. 540.50 per month. The Maximum emoluments are Rs. 1,104 per month which he gets after 16 years' of service. In class I newspapers an Assistant Editor gets at the initial stage Rs. 910 per month while the maximum is Rs. 1,750 per month which he gets after 8 years' of service. Even in class III newspapers an Assistant Editor gets Rs. 760 per month at the initial stage and Rs. 1,400 per month after 8 years of service. This examination clearly points out that the scale proposed by the Board compares very favourably with those of All India Radio.

3.18. In Ahmedabad Mill Owners' Association *Vs.* Textile Labour Association Their Lordships of the Supreme Court held that in examining the capacity of the industry to pay the following factors should be considered :—

"(1) What has been the progress of the industry in question?

(2) What are the prospects of the industry in future?

(3) Has the industry been making profits?

(4) If yes, what is the extent of profits?

(5) What is the nature of demand which the industry expects to secure?

(6) What would be the extent of the burden and his gradual increase which the employer may have to face?"

[Vide 1966(I) Labour Law Journal Page 1].

The progress of newspaper industry can be assessed by the circulation figures, circulation revenue and advertisement revenue. Circulation figures of some of the newspapers are as follows:—

Circulation Figures

Name of the Paper	Circulation Figures	
	1957	1965
	(In Round Figures)	
Times of India	1,09,000	1,85,000
Statesman	83,000	1,38,000
Hindu	80,000	1,42,000
Hindustan Times	57,000	1,14,000
Nav Bharat Times	67,000	1,42,000
Hindustan	34,000	85,000
Aryavarta	25,000	50,000
Nav Bharat (Nagpur, Jabalpur, Bhopal, Indore and Raipur).	16,000	34,000
Thanti	1,00,000	2,35,000
Samyukta Karnataka	21.000	52,000
Prajavani	25,000	61,000
Janasatta	21,000	46,000
Janmabhoomi	20,000	25,000
Sakal	37,000	73,000
Mathrubhumi	59,000	1,70,000
Malayala Manorama	44.000	1,52,000

3.19. According to the proposed classification Circulation Revenue and Advertisement Revenue of some of the Newspapers on the basis of the figures supplied by the establishments are as follows:—

CLASS VII

Circulation Revenue—Net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1	Nav Jyoti, Ajmer		1,01,347	1,96,550	2,03,205	2,17,293	2,54,204	..
2	Cutchhmitra, Bhuj	..	..	59,295	57,525	61,687	68,345	804
3	Siasat, Hyderabad	..	..	1,91,937	2,32,403	2,58,617	2,79,808	..
4	Asre, Jadid, Calcutta		..	..	1,43,580	1,35,495	1,58,580	1,28,873

CLASS VII

Advertisement Revenue—Net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1	Nav Jyoti, Ajmer	..	43,503	74,939	79,105	96,056	1,24,727G	
2	Cutchhmitra, Bhuj	..	..	59,862	63,340	61,335	78,598	87,390
3	Siasat, Hyderabad	..	..	1,00,975	1,36,893	1,60,757	2,09,547	
4	Asre Jadid, Calcutta	..	..	..	91,999	75,395	80,576	67,334

NOTE: "G" indicates gross revenue.

CLASS VI

Circulation Revenue—Net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1	Hitwad, Nagpur	1,86,294	2,19,980	2,26,567	2,33,643	2,09,987	2,31,981	3,45,76
2	Hitwad, Bhopal	39,236	45,687	62,453	95,578	96,440	1,23,560	1,44,33[1]
3	Nai Dunia, Indore	..	2,71,532	2,87,160	2,96,119	3,57,595	4,26,032	5,90,129
4	Pratap, Surat	2,52,666	2,88,498	2,87,447	3,30,391	3,34,420	4,48,947	3,72,645
5	Sanmarg, Calcutta	2,81,208	4,33,523	4,01,589	4,27,020	3,15,521	4,61,791	5,01,096
6	Vir Arjun, Delhi	3,15,435	3,27,935	3,43,752	3,76,873	4,80,598	..	..9

CLASS IV

Advertisement Revenue—Net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1	Hitwad, Nagpur	4,18,840	4,62,004	4,32,510	4,96,014	5,13,371	5,34,031	5,41,119
2	Hitwad, Bhopal	1,67,359	2,00,088	2,48,802	2,56,165	2,63,653	2,72,035	2,64,191
3	Nai Dunia Indore	..	2,86,306	2,76,296	3,02,097	3,15,690	3,35,515	4,35,492
4	Pratap, Surat	1,62,372	2,05,310	1,99,529	2,49,986	2,89,114	3,01,176	3,24,121
5	Sanmarg, Calcutta	2,19,286	2,34,646	2,78,587	2,93,060	2,94,204	3,15,827	3,32,852
6	Vir Arjun, Delhi	41,964	42,675	48,156	45,135	47,507	..	..

CLASS V

Circulation Revenue—Net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1	Kaumi Awaz, Lucknow	72,649	78,321	94,776	1,41,776	1,45,103	1,62,887	1,02,147
2	Nava Jivan, Lucknow	1,29,673	1,46,559	1,80,168	2,40,551	2,55,524	2,68,969	3,74,782
3	Sanyukta Karnatak, Hubli	..	6,88,715	8,26,425	7,22,239	7,49,891	8,50,969	..
4	Janamabhumi (Including Pravasi), Bombay	10,96,057	10,92,726	11,36,359	11,98,686	12,89,137	12,82,828	15,88,909
5	Pratap, Delhi	6,13,674	6,29,672	7,16,977	8,41,566	9,12,886	..	..

CLASS V

Advertisement Revenue—Net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1	Kaumi Awaz, Lucknow	83,667	81,125	72,967	79,525	77,379	96,550	98,819
2	Nava Jeevan, Lucknow	1,72,867	1,51,793	1,64,944	1,68,219	1,84,299	2,60,464	3,02,770
3	Sanyukta Karnatak, Hubli	..	4,35,731	4,46,028	5,05,062	5,97,860	5,82,018	..
4	Janmabhumi (including Pravasi), Bombay	6,62,489	7,12,312	7,16,336	7,80,859	10,15,718	9,67,111	9,22,138
5	Pratap, Delhi	3,93,145	4,81,323	4,98,916	4,70,662	4,26,884	..	..

CLASS IV

Circulation Revenue—Net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1	Indian Nation, Patna	6,78,416	7,64,606	8,04,876	9,21,542	9,76,379	10,79,213	11,59,793
2	Aryavarta, Patna	7,39,631	9,23,195	10,35,715	13,16,761	14,83,075	14,08,697	15,31,788
3	Deccan Herald, Bangalore	7,12,281	7,95,647	8,67,409	9,21,456	10,36,630	11,63,481	12,09,357
4	Dinamani, Madurai	16,03,802	14,75,900	16,09,714	18,67,698	19,96,501	21,15,549	24,21,598
5	Tribune, Ambala	12,36,351	14,17,023	15,43,813	15,45,817	16,52,964	19,59,176	22,38,007
6	Janshakti, Bombay	2,52,816	2,51,769	2,41,304	3,36,882	3,24,616	3,38,766	6,08,004

CLASS IV

Advertisements Revenue—Net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1	Indian Nation, Patna	9,92,346	12,16,397	13,87,532	14,93,810	14,56,609	14,93,490	18,11,730
2	Aryavarta, Patna	4,89,779	6,92,604	8,02,647	9,07,003	9,10,485	9,91,881	11,11,997
3	Deccan Herald, Bangalore	9,21,021	13,38,371	15,30,170	16,80,353	20,79,412	23,86,529	26,07,281
4	Dinamani, Madurai	9,29,501	8,86,806	9,12,295	9,19,525	10,76,661	12,27,503	13,23,344
5	Tribune, Ambala	15,09,189	16,58,979	18,14,531	20,06,274	22,33,324	25,51,187	29,88,532
6	Janshakti, Bombay	74,539	76,270	73,698	1,07,985	1,34,239	1,32,561	1,98,586

CLASS III

Circulation Revenue—net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1.	Free Press Journal, Free Press Bulletin, Bharat Jyoti	20,83,576	19,98,580	20,75,384	21,50,445	18,95,446	20,26,723	20,97,951
2.	Jugantar, Calcutta	34,78,821	37,61,139	41,32,258	45,50,816	45,65,795	55,21,954	59,62,670
3.	Nav Bharat Times, Delhi	..	..	..	..	30,05,950	30,61,502	34,62,278
4.	Nav Shakti, Bombay	5,50,666	5,64,651	6,13,830	6,03,187	5,65,633	6,31,237	8,60,275

CLASS III

Advertisement Revenue—net

In Rs.

Sl. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1.	Free Press Journal, Free Press Bulletin and Bharat Jyoti	19,65,423	20,52,373	20,19,384	23,74,701	23,25,364	26,02,361	30,28,780
2.	Jugantar, Calcutta	20,94,443	23,23,969	24,81,457	28,78,460	31,02,485	36,30,226	40,04,062
3.	Nav Bharat Times, Delhi	..	..	..	..	17,14,765	19,62,198	20,73,564
4.	Nav Shakti, Bombay	2,74,960	3,00,411	3,04,060	3,48,753	2,92,931	2,93,153	3,72,966

CLASS II

Circulation Revenue—net

In Rs.

S N	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1.	The Hindu Daily, Madras	49,62,111	49,04,112	51,64,169	49,11,720	50,42,449	51,73,725	55,68,285
2.	Hindustan Times and Evening News, Delhi	30,09,787	32,74,483	34,47,127	39,56,959	43,66,585	46,03,725	47,25,058
3.	Amrit Bazar Patrika, Daily, Calcutta	33,43,522	34,63,427	35,15,688	35,37,466	36,49,440	40,67,257	44,09,441

CLASS II

Advertisement Revenue—net

In Rs.

Sr. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1.	The Hindu Daily, Madras	73,80,076	84,79,209	97,45,436	1,11,08,592	1,29,53,175	1,37,97,220	1,47,66,955
2.	Hindustan Times & Evening News, Delhi	50,85,030	61,76,836	67,10,334	77,82,357	94,75,819	1,09,99,528	1,09,59,902
3.	Amrit Bazar Patrika, Daily, Calcutta	38,69,549	47,97,751	50,19,712	56,12,993	60,61,381	68,32,567	71,63,592

NOTE : 1 The revenue figures for "Hindu Daily" include the revenue of circulation and advertisement for all the publications for the years 1959 to 1961, and from 1962 to 1965 the figures pertain to only for "The Hindu".

2 In item 2, figures of revenue for "Hindustan Times & Evening News" are combined for the years 1959 to 1962, from 1963 to 1965 the revenue figures are of Hindustan Times only.

CLASS I

Circulation Revenue—net

In Rs.

Sr. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1.	Times of India, Economic Times & Evening News, Bombay	..	..	..	..	65,36,808	67,16,363	72,01,497
2.	Nav Bharat Times & Maharashtra Times, Bombay	..	..	..	..	26,39,205	27,24,551	30,04,686
3.	Times of India, Delhi	..	..	..	..	17,15,177	18,36,909	18,59,913
4.	The Statesman, Calcutta & Delhi	40,75,681	45,47,262	47,68,084	49,71,546	53,25,987	58,06,296	63,40,432

CLASS I

Advertisement Revenue—net

In Rs.

Sr. No.	Name of the Paper	YEAR						
		1959	1960	1961	1962	1963	1964	1965
1.	Times of India, Economic Times & Evening News, Bombay	..	..	..	..	1,59,19,456	1,74,80,834	1,79,00,940
2.	Nav Bharat Times & Maharashtra Times, Bombay	..	..	..	..	12,28,421	14,99,579	15,93,806
3.	Times of India, Delhi	..	..	..	..	47,27,773	51,34,885	51,63,583
4.	The Statesman, Calcutta & Delhi	96,01,699	1,11,09,802	1,20,79,671	1,32,09,491	1,36,55,793	1,58,29,559	1,65,03,184

3.20. From the data given above the position of class VII papers is as follows:— In the case of Navjyoti, Cutchmitra and Siasat both circulation revenue and advertisement revenue have steadily increased. In the case of Asre Jadid it shows a somewhat downward trend. Hitavada—Nagpur, Hitavada—Bhopal, Nai Dunia—Indore, Pratap, Sanmarg and Veer Arjun belonging to class VI also show gradual increase both in their circulation revenue and advertisement revenue. Sanyukta Karnatak, Janmabhoomi, Qaumi Awaz, Navajeewan and Pratap belonging to class V also show gradual increase in their circulation revenue and advertisement revenue. Only in the case of Janmabhoomi there is a downward trend in advertisement revenue. This has been attributed to the consequence of bifurcation of bilingual Bombay into two unilingual States Maharashtra and Gujarat. But even in its case the circulation revenue has maintained an upward trend. Indian Nation, Aryavarta, Deccan Herald, Dinamani—Madurai and Tribune—Ambala and Janashakti belonging to class IV have also increased their circulation revenue. With regard to the advertisement revenue Indian Nation, Aryavarta, Deccan Herald and Tribune Ambala have shown a distinct increase. Jugantar belonging to class III has increased its circulation revenue. Free Press, Bharat Jyoti and Free Press Bulletin have not shown any increase. Advertisement revenue of all these papers, however, has gone up. The Hindu daily, Hindustan Times and Amrit Bazar Patrika belonging to class II have increased their circulation revenue and also their advertisement revenue.

3.21. As far as the future prospects of the industry are concerned it can hardly be disputed that they are bright provided the newsprint and the necessary material are available. As more and more people become literate and educated the demand for newspapers would naturally increase. As the percentage of literacy in India is comparatively low, there is a good deal of scope for increase in the demand.

Nature of Demand:

3.22. The nature of demand which the industry expects to secure is inelastic up to a point. If the price of a paper is increased within limits it would not make any difference to the circulation of the paper. In the same way increase in advertisement rates within limit would also not affect advertisement revenue adversely. The literate persons used to reading their paper would not easily change their habit on account of moderate rise in the price of the paper. Advertisers also would not stop giving advertisements if the rates are increased moderately. It is necessary for the newspaper establishments to find out the optimum point upto which cost of the paper and rates of advertisement can be raised.

Extent of Financial Burden:

3.23. The Supreme Court has held in Express Newspaper Ltd., *Vs.* Union of India already referred to that the Wage Board should take into consideration burden which would fall on the establishments under the following heads:—

(1) Increase in wage bill of working journalists due to the scales of wages fixed by the Wage Board;

(2) extra burden due to the provisions of Act 1955 in respect of gratuity, provident fund, retrenchment compensation, leave and hours of work;

(3) burden arising out of the likely repercussions of the non-working journalist staff of the establishment due to the higher wages allowed to working journalists; and

(4) arrears of wages payable.

As far as the burden in respect of non-journalist is concerned it can be worked out much more accurately now as a separate Wage Board for non-journalists has been constituted and a new wage scale has also been proposed for them.

3.24. In trying to find out the financial impact of the recommendations of the Board on the newspaper establishments the proper course would have been to take into consideration the working results of each unit in a newspaper establishment. All attempts made by the Board to secure accounts separately for each unit in a newspaper establishment met with no success except in a few cases. There too there was great difficulty in allocating many items of expenditure on different units in a newspaper establishments. Not only that a group found it difficult to give separate working accounts for each unit but even a multiple unit found it impossible even to allocate separately its revenue figures for units situated in two different places. This is because the general practice is to prepare

consolidated accounts for all the units of a newspaper establishment. There are many items of income and expenditure where unitwise allocation was found impracticable. Besides there is a good number of common staff working for all units in a newspaper establishment. The Board, therefore, had no alternative but to examine the financial burden of its recommendations on the working results of the newspaper establishment as a whole. The following tables will show the burden which is likely to be imposed by the proposed wage scales on different newspaper establishments. The different newspaper establishments (dailies) listed in the tables below can be grouped in the different classes as per the classification of the stronger unit of the establishment on the basis of figures supplied by the establishment.

CLASS I

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 & 1965 (Rs. in lakhs)	6%) return on the paid up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalist and Non-Journalists (Yearly).	
				Arrears (Rs.)	Recurring burden (Rs.)
1	Bennet Colemn & Co., Bombay	52·12	2·51	7,40,321	14,80,642
2	Statesman Ltd., Calcutta	31·98	3·60	7,53,840	15,07,680

CLASS II

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 & 1955. (Rs. in lakhs)	6%) return on the paid up or subscribed capital. (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and Non-Journalists (Yearly).	
				Arrears (Rs.)	Recurring burden (Rs.)
1	Kasturi & Sons Madras	19·43	2·88	3,21,320	6,42,640
2	Hindustan Times, New Delhi	31·31	0·78	4,55,913	9,11,826

CLASS III

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 & 1965 (Rs. in lakhs)	6%) return on the paid up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and Non-Journalists (Yearly). Arrears. (Rs.)	Recurring burde n. (Rs.)
1	Amrit Bazar Patrika Pvt. Ltd. Calcutta	9·49	0·45	5,49,572	10,99,144
2	Anand Bazar Patrika Pvt. Ltd., Calcutta	6·39	0·60	5,77,756	11,16,804
3	Indian Express Newspaper, Bombay (including Lok Satta & Screen)	29·03	5·19	4,14,565	8,29,128
	Indian Express, Delhi			1,87,816	3,82,824
4	Jugantar Pvt. Ltd., Calcutta	3·76	0·73	2,97,977	5,95,963
5	Indian National Press	3·79	0·73	1,94,247	4,24,056

CLASS IV

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and Non-Journalists (Yearly)	
				Arrears	Recurring burden
				(Rs.)	(Rs.)
1.	Indian Express (Madurai) Ltd. Madurai	11·51	0·24	Nil	8,55,840
2.	Do. Bangalore				
3.	Do. Vijayawada				
4.	Do. Madras				
5.	Andhra Prabha Ltd.	6·18	0·18	Nil	1,83,636
6.	The Tribune, Ambala	11·45	4·18	Nil	84,432
7.	The Printers (Mysore) Pvt. Ltd. Bangalore	10·40	0·58	Nil	3,48,236
8.	The Sandesh Ltd., Ahmedabad	3·46	0·69	Nil	1,41,772
9.	Mathrubhumi Printing and Publishing Co. Ltd.	2·11	0·14	Nil	2,64,480
10.	Malayala Manorama Co. Ltd., Kottayam	0·75	0·30	Nil	2,08,704

CLASS V

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and Non-Journalists (Yearly)	
				Arrears	Recurring burden
				(Rs.)	(Rs.)
1.	The Daily Pratap, Delhi	2·50	0·32	Nil	24,888
2.	Nageshwara Rao Estate Pvt. Ltd., Madras	0·91	0.066	Nil	1,21,260
3.	Associated Journals Ltd., including National Herald, Navjeevan, Quomi Awaz	2·12	1.53	Nil	6,06,768
4.	Allahabad Patrika Pvt. Ltd., Allahabad	0·30	0·01	Nil	2,52,528
5.	Lokshikshan Trust, Hubli	1·50	0·06	Nil	1,99,128
6.	Assam Bani, Gauhati	1·40	Partnership	Nil	4,200
7.	Saurashtra Trust Newspapers	0·42 (Loss)		Nil	1,78,548

No capital for news paper account.

CLASS VI

Sr. No.	Name of the establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and Non-Journalists (Yearly).	
				Arrears (Rs.)	Recurring burden (Rs.)
1.	Vir Arjun, Delhi	0·46 (Loss)	..	Nil.	6,816
2.	Shri Krishna Sandesh Pvt. Ltd.	0·23	0·09	..	52,104
3.	Nai Dunia, Indore	0·37	0·04	Nil.	33,516
4.	Hitwad Eng. Daily, Nagpur	0·11	..	Nil.	50,928
5.	Hitwad Eng. Daily, Bhopal	0·11 (Loss)	..	..	26,436

CLASS VII

Sr. No.	Name of the establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and Non-Journalists.	
				Arrears (Rs.)	Recurring burden (Rs.)
1.	Siasat (Urdu Daily), Hyderabad	0·17	Proprietory	Nil	16,596
2.	Rashtra Dharma Prakashan Ltd.	0·14 (Loss)	0·13	Nil	1,04,432

3.25. From the analysis given above it is evident that both Bennet Colemn and Co., and Statesman are in a position to bear the burden likely to be imposed by the proposed wage scales.

3.26. Similarly establishments belonging to class II *viz.*, Kasturi and Sons, Madras and Hindustan Times, New Delhi are also in a position to bear the burden.

3.27. Establishments belonging to class III except Indian Express do not appear to be in a position to bear the burden. From the evidence which has come to the notice of the Board it appears that the management of all these papers, which are not in a position to bear the additional burden imposed by the new wage scales, is far from satisfactory. Tightening up the organisation can enable these papers to pay the higher wages without difficulty. That there is room for tightening up the organisation is evident from the evidence recorded by the Board.

3.28. As far as class IV establishments are concerned with the exception of Mathrubhumi and Malayala Manorama all the other establishments are in a position to bear the burden.

3.29. As far as class V establishments are concerned daily Pratap is in a position to bear the burden. Allahabad Patrika is a sister concern of Amrit Bazar

Patrika. As far as other establishments are concerned, from the evidence given before the Board, it appears that there is room for tightening up the organisation. If that is done all these establishments will be in a position to bear the burden.

3.30. With regard to class VI information could be had only with regard to three establishments *viz.*, Veer Arjun, Shrikrishna Sandesh and Nai Dunia. Nai Dunia is in a position to bear the burden. Shri Krishna Sandesh Pvt. Ltd., and Veer Arjun are border line cases.

3.31. In respect of class VII papers information could be had in respect of only two establishments—Rashtra Dharma Prakashan Ltd., and Siasat. Siasat is in a position to bear the burden while Rashtra Dharma Prakashan Ltd., is not in a position to bear the burden.

3.32. Several establishments belonging to class VI and class VII did not furnish the requisite information inspite of persistent efforts.

3.33. The burden likely to fall on the Press Trust of India and the United News of India is as follows:—

Sr. No.	Name of the Establishments.	Average net profit per year for 1963, 1964 & 1965 (Rs. in lakhs)	6% return on the paid-up or subscribed capital (Rs. in lakhs)	Financial burden on account of the implementation of the final proposals of the Wage Board for Journalists and Non-Journalists (Yearly)	
				Arrears (Rs.)	Recurring Burden (Rs.)
				(Approximate)	
1.	Press Trust of India.	3.67	0·25	3·81 Lakhs	6,78,000
2.	United News of India.	0.52(Loss)	0.12	Nil	40,560

3.34. As far as United News of India is concerned it is a new concern hardly 3 years old. Consequently it has still got to build up its business. As far as the Press Trust of India is concerned there is a recurring burden of Rs. 7 lakhs and the burden on account of arrears is likely to be to the tune of Rs. 4 lakhs. The average profit for 1963, 1964 and 1965 is Rs. 3.67 lakhs. The recurring deficit is about Rs. 3.5 lakhs. It should not be difficult for the Press Trust of India to make up this deficiency by increasing the rate of subscription and also by tightening up the organisation.

3.35. As far as periodicals are concerned very few periodicals have supplied information to the Board. They were given ample opportunities; but they failed to take any advantage. About four periodicals have supplied the information. Chandamama Publications Pvt. Ltd., belonging to class III is in a position to bear the burden. Assam Bani belonging to class IV is also in a position to bear the burden. Kirloskar and Navneet belong to class V. Navneet is in a position to bear the burden. As far as Kirloskar is concerned it is a border line case; consequently with efforts it should not be difficult to make it pay.

3.36. The Board has tried to reduce the financial burden by revising the tentative proposals as the burden was too heavy for most of the units of the industry to bear. Reference can be made in this behalf to Annexure III. It may also be mentioned here that it is not possible to reduce the wage scale any further. The wage scale fixed for group VI class VII non-journalist employees belonging to factories and daily newspapers is Rs. 50 basic pay and Rs. 30 dearness allowance The total remuneration being Rs. 80 per month. As the relation between an industrial employee and a middle class employee is in the ratio of 1:1.8, the remuneration of a Proof Reader amounts to Rs. 144 per month. The Board has fixed remuneration of Rs. 145 per month. It may also be mentioned that the pay scale of a Proof Reader in a Government Printing Press in Gujarat is Rs. 142.33 per month, in Madhya Pradesh Rs. 162 and in Rajasthan Rs. 124.55 per month. The remuneration of Rs. 80 per month fixed for lowest class non-journalist employee cannot be reduced below Rs. 80 per month in the present economic conditions. The starting pay of Rs. 145 per month fixed for a Proof Reader, therefore, cannot be said to be unreasonable. The Pay scales of higher groups and classes

in respect of Journalists are fixed in relation to the remuneration fixed for a Proof Reader. We have kept the same differentials for Journalists which were allowed by the Wage Committee in the formation of its wage scales. There is, therefore, no room to reduce the wage scale still further.

3.37. The Board has examined the financial position of a fair cross-section of the newspaper industry giving regionwise consideration also. The Board has scrutinised the financial position of 71 dailies, 45 weeklies and periodicals and two news agencies.

Linking of Dearness Allowance to cost of Living Index Number:

3.38. Continual rise in the price of necessaries of life during the past few years has generated a feeling of insecurity and concern in the minds of the employees. If the same process of rise in prices continues in future, which is not improbable, the feeling of insecurity and concern would lead to inefficiency causing the economy of the newspaper establishments to suffer adversely. The Board, therefore, is of the opinion that the dearness allowance should be linked up with the All India Average Consumer Price Index No. for working class (with 1949 = 100). The Board, consequently, decided that the scales of pay and dearness allowance fixed should be linked up with the average consumer price index number for the year 1965 of the All India Average Consumer Price Index Number for working class as base. The dearness allowance is to be revised every year either upwards or downwards on the basis of the average of the previous 12 months. The first revision is to be made in January, 1968, as soon as average consumer price index for the year 1967 is available. If the average of the 1967 differs from the average of the year 1965 by 10 points or more upwards or downwards the dearness allowance is to be revised @ 50 paise per point upwards or downwards as the case may be. The Board decided to start the revision from 1968 as the whole of 1967 is likely to be taken up for the implementation of the new wage scales.

Remuneration of Part-Time Employees:

3.39. The scale of remuneration of part time employees has also been revised as the cost of living has risen considerable since the last scale was laid down by the Wage Committee.

Age of Retirement:

3.40. The Board is fully conscious of the fact that the proposal regarding the age of retirement is likely to be challenged on the ground that it does not strictly fall within the purview of the Board. The evidence recorded by the Board indicates that there is no uniform practice in respect of age of retirement. This disparity has given rise to some dissatisfaction among the employees. Besides as the wage scales have been formulated for a period ranging from 8 to 18 years, there is apprehension in the minds of the employees that in order to avoid paying the maximum pay of the scale, newspaper establishments may take the advantage of disparate practice and retire the employees earlier. This is likely to cause great hardship to those employees who have served for a number of years. For these reasons the representatives of the employers and employees were unanimously of the opinion that there should be uniformity in respect of age of retirement in the industry and that the age of retirement should be 58 years. However, a working journalist shall be continued in service upto the age of 60 years on production of fitness certificate from the District Medical Officer. In order to give full and uniform effect to the proposed wage scales the Board decided to include this provision in its proposals. It may, however, be mentioned that if need be the Government may incorporate this provision in the Working Journalists (Conditions of service) and Miscellaneous Provisions Act by undertaking the necessary amendment.

3.41. It was also brought to the notice of the Board that the employees were retired early and again re-employed by the employers on lower salaries, thereby deriving the benefit of experienced employees on lower remuneration. It is to remedy this grievance that the Board thought it fit to provide for both uniform age of retirement and remuneration to be paid on re-employment.

3.42. The wage scale proposed by the Board is linked up with the average consumer price index number for the year 1965. As the All India Average Consumer Price Index Number has been steadily rising since then the Board thought it fit that some retrospective operation should be given to the scales of wages proposed by it. At the same time as the smaller papers are not in a position to

bear the burden of retrospective operation it was decided by the Board that in the case of classes I, II and III of newspapers and News-Agencies and class I of Periodicals wage scales should be implemented from the 1st of January 1967 and in the case of remaining classes of newspapers, news-agencies and periodicals it should start from the 1st of July 1967. In order that the burden of arrear may not fall very heavily the Board also proposed that the arrears should be paid within six months in one instalment from the date of the publication of the Order of the Central Government under section 12(1) of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955.

The proviso has also been added that if a Working Journalist's services are terminated by the employer before the arrears are paid, it would become payable immediately on such termination.

Recommendations Preliminary

CHAPTER IV

4.1. **Definitions.**—In the following paragraphs and in the schedule the following expression shall have the meanings assigned to them.

'According Year' used with reference to a particular year shall, in the case of a newspaper establishments whose accounting year is a calendar year, mean that calendar year and shall, in the case of a newspaper establishment whose accounting year is different from the calendar year, mean that accounting year of the establishment of which more than half falls in the particular calendar year. In the case of a newspaper where accounting year starts from 1st of July, the accounting year would be the year in which the first six months fall.

Example.—If the accounting year of a newspaper establishment starts from April 1st reference to the accounting year 1962 in the succeeding paragraphs shall be construed as reference to the accounting year 1962-63 of such establishment. On the other hand, if the accounting year of a newspaper establishment starts from 1st October, reference to the accounting year 1962 in these paragraphs will be construed as reference to the accounting year 1961-62 of that establishment.

'Category' means any of the kind of employees mentioned under the groups set out in paragraph 24.

Gross Revenue.—(a) In the case of a newspaper means the entire revenue earned by the establishment from one centre. In the case of a group the entire revenue of a unit is to consist of its circulation and advertisement revenue and that part of the rest of the revenue which is proportionate to its circulation and advertisement revenue. Revenue in respect of circulation and advertisement shall be taken to be the amount arrived at after deducting the commission actually allowed to the extent to which the amount of commission so allowed is reasonable. Reasonable commission should be one which is finally accepted by the Income-Tax Authorities;

Provided that in a newspaper establishment in regard to the activities of other departments, which have nothing to do with the income and expenditure of the newspaper, including the depreciation on the machinery employed by the newspaper establishment, the net income of those of other departments is to be excluded from the income of the newspaper.

(b) In the case of a news-agency, means the entire revenue of the establishment by whatever sources earned by the establishment.

'Group' means two or more newspapers published by a newspaper establishment from the same centre.

'Multiple Unit' means the same newspaper published from more than one centre by a newspaper establishment.

'Chain' means more than one newspaper published by a newspaper establishment from more than one centre.

'Metropolitan centre' or 'Metropolitan City' means the city of Bombay, Calcutta, Delhi and Madras.

Classification of newspapers and news-agencies:

4.2. For the purpose of fixation of wages of Working Journalists, newspapers and news-agencies should be classified in the manner hereinafter provided.

4.3. Classification of newspapers and news-agencies should be based on the average revenues of the three accounting years 1963, 1964 and 1965.

4.4. In the case of a newspaper or a news-agency completing two out of the aforesaid three accounting years, its classification should be determined on the basis of its average revenues for those two years.

4.5. In the case of a newspaper establishment or a news-agency which has completed only one year of the said accounting years, its classification should be determined on the basis of its revenues for that year.

4.6. The classification determined in accordance with the provisions of paragraphs 3, 4 and 5 should continue until the newspaper or news-agency is reclassified in accordance with the provisions of paragraph 22.

4.7. A newspaper establishment or news-agency started after the accounting year 1965 should be deemed to fall within the lowest class of newspapers or news-agencies and should continue to remain in that class until it is reclassified according to the provisions of paragraph 22.

4.8. If the ownership of a newspaper or a news-agency is transferred by one person to another at any time after the accounting year 1961, the provisions of paragraphs 3 to 7 should apply to such newspaper or news-agency as if the revenues of the newspaper or news-agency for the relevant accounting years under the previous owner were its revenues for those years under the new owner.

Dailies:

4.9. Daily newspapers should, subject to the provisions of the succeeding paragraphs, be classified under the following seven classes on the basis of its gross revenue :—

Class	Gross Revenue
I.	Rs. 200 lakhs and above.
II.	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III.	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV.	Rs. 25 lakhs and above and less than Rs. 50 lakhs.
V.	Rs. 12½ lakhs and above and less than Rs. 25 lakhs.
VI.	Rs. 5 lakhs and above and less than Rs. 12½ lakhs.
VII.	Less than Rs. 5 lakhs.

4.10. If the advertisement revenue of any such newspaper not being a newspaper falling in class VII, is less than 40 per cent of its gross revenue reduced by advertisement revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue.

Groups, Multiple Units and Chains :—

4.11. In the case of a multiple unit, all constituent units should be placed in the highest of the classes in which they taken separately, would fall, under the foregoing provisions, provided that no such unit should as a result of the provisions of this paragraph be placed more than two classes above the class in which it would fall on the basis of its own revenues in accordance with the provisions of paragraph 9.

4.12. In the case of a group, English daily newspapers including the 7th day edition by whatever name it is called published from one centre by a newspaper establishment will form one unit and all Indian language daily newspapers published from one centre including the 7th day edition by whatever name it is called will also form one unit.

4.13. In the case of a newspaper establishment having more than one unit at one centre of publication as defined in paragraph 12 the weaker unit at that Centre will be given a weightage of two classes; if the stronger unit belongs to class I, II and III and one class when the stronger unit belongs to class IV, V, VI and VII newspapers:

Provided that where the weaker unit is only one class below the other unit of that centre then it will be placed in the class of the other unit.

4.14. Where a newspaper establishment publishes one newspaper from one centre and another newspaper from another centre they will be classified according to their own individual revenue. Where a newspaper forms part of a multiple or group the papers falling in these categories will be governed by the principles laid down in para 11 and 12.

Weeklies and other Periodicals:

4.15. Weeklies and other periodicals should be classified on the basis of their gross revenue as follows :—

Class	Gross Revenue
I.	Rs. 50 lakhs and above.
II.	Rs. 25 lakhs and above and less than Rs. 50 lakhs.
III.	Rs. 12½ lakhs and above and less than Rs. 25 lakhs.
IV.	Rs. 5 lakhs and above and less than Rs. 12½ lakhs.
V.	Rs. 2½ lakhs and above and less than Rs. 5 lakhs.
VI.	Less than Rs. 2½ lakhs.

4.16. A weekly which is substantially a 7th day edition of a daily or special edition of a daily by whatever name it may be called should be deemed to be part of the daily and should be dealt with in accordance with the provisions of paragraphs 11, 12, 13 and 14.

4.17. All bi-weeklies, tri-weeklies and other periodicals should be classified on the basis of their gross revenue in accordance with the provisions of paragraph 15.

4.18. The weaker units of weeklies, fortnightlies, bi-weeklies, tri-weeklies, monthlies and other periodicals forming part of a group shall be placed one class above the class to which they belong on the basis of gross revenue as per paragraph 15. In the case of multiple, principles laid down in para 11 be followed.

News-Agencies:

4.19. News-Agency should be classified on the basis of their gross revenue as follows :—

Class	Gross Revenue
I.	Rs. 200 lakhs and above.
II.	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III.	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
VI.	Rs. 5 lakhs and above and less than Rs. 12½ lakhs.
V.	Rs. 12½ lakhs and above and less than Rs. 25 lakhs.
IV.	Rs. 5 lakhs and above and less than Rs. 12½ lakhs.
VII.	Less than Rs. 5 lakhs.

4.20. On account of P.T.I.'s position as a national agency, which has to cater even for top class papers, it should be placed in class II so long as its gross revenue is less than Rs. 1 crore.

4.21. A foreign news-agency, that is to say, a news-agency which operates in India but whose principal office is situated outside India should be treated on par with the Press Trust of India in respect of classification.

Reclassification:

4.22. It should be open either to the employer or to the employees to seek re-classification of a newspaper or news-agency at any time after the accounting year 1968 on the basis of the average revenues of the three immediately preceding accounting years provided that such re-classification should not be sought more than once in any period of three consecutive accounting years.

Classification of Areas:

4.23. For the payment of dearness allowance to full time employees and monthly retainer to part-time employees, areas should be classified as follows :—

Area No. I :	Cities with a population of more than 10 lakhs.
Area No. II :	Cities with the population of more than 5 lakhs and less than 10 lakhs.
Area No. III:	Other places not included in area I and II.

The population figures as published in the last available All India Census Report should be taken to be the figures for the purpose of the above classification.

Grouping of Working Journalists:

4.24. (1) Full time Employees.

(a) In daily newspapers Class I, Class II and Class III :—

I. Editor.

IA. Resident Editor, Associate Editor, Joint Editor, Deputy Editor.

IB. Assistant Editor, News Editor, Leader Writer, Special Correspondent.

II. Chief Reporter, Deputy News Editor, Assistant News Editor, Chief Sub-Editor, Magazine Editor, Sports Editor, Commercial Editor, Film Editor, Cartoonist, Chief of Statistical Division, Chief of Research Division, Principal Correspondent in Bombay, Madras, Delhi and Calcutta accredited to a State Government and Correspondent accredited to the Central Government other than a Special Correspondent and other sectional or batch heads not placed in a higher category.

IIA. Senior Sub-Editor, Senior Reporter, Senior Correspondent, Chief News Photographer.

III. Reporter, Sub-Editor, Correspondent, News Photographer, Calligraphist, Artists, Librarians and Index Assistants and all Working Journalists other than those mentioned under any other group unless placed higher by the establishment.

IVA. Chief Proof Reader.

IV Proof Readers.

(b) Class IV Daily Newspapers—

I. Editor.

IB. Assistant Editor, News Editor, Leader Writer, Special Correspondent.

II. Chief Reporter, Chief Sub-Editor, Sports Editor, Commercial Editor, Cartoonist, Chief of Statistical Division, Chief of Research Division, Principal Correspondent in Bombay, Madras, Delhi and Calcutta accredited to a State Government and Correspondent accredited to Central Government other than a Special Correspondent.

III. Reporter, Sub-Editor, Correspondent, News-Photographer, Calligraphist, Artist, Librarian, Index Assistant and all Working Journalists other than those mentioned under any other group unless placed higher by the establishment.

IVA. Chief Proof Reader.

IV. Proof Reader.

(c) Class V, VI and VII Daily Newspapers—

I. Editor.

II Assistant Editor, Leader Writer, News Editor, Special Correspondent.

IIA. Chief Sub-Editor, Chief Reporter, Principal Correspondent in a Metropolitan Centre accredited to a State Government, Correspondent accredited to the Central Government other than a Special Correspondent.

III. Reporter, Sub-Editor, Correspondent, News-Photographer, Calligraphist, Artists, Librarians and Index Assistants and all Working Journalists other than those mentioned under any other group unless placed higher by the establishment.

IV. Proof Reader.

Weeklies and Periodicals:

I. Editor.

II. Assistant Editor, Leader Writer, News Editor, Special Correspondent.

III. Reporter, Sub-Editor, Correspondent, News-Photographer, Artists, Librarians and Index Assistants and all Working Journalists, other than those mentioned under any other group unless placed higher by the establishment.

IV. Proof Reader

News Agencies:—

Press Trust of India.

I. General Manager, Editor.

IA. Deputy General Manager, Chief News Editor, Manager of a Metropolitan News Bureau.

IB. News Editor, Special Correspondent, Foreign Correspondent, Chief Reporter.

II. Chief Sub-Editor, Senior Correspondent, Principal Correspondent. All those placed under the Wage Committee or National Tribunal Award of the P.T.I. under the existing IIA will be placed in this group.

IIA. Senior Reporter, Senior Sub-Editor.

III Reporter, Correspondents and Sub-Editors, Correspondent, all Working Journalists other than those mentioned under any other group unless placed higher by the establishment.

Other News-Agencies:

I. General Manager or Editor.

II. Assistant Editor, News Editor, Special Correspondent.

IIA. Senior Correspondent, Chief Reporter, Chief Sub-Editor.

III. Sub-Editor, Reporter. All Working Journalists other than those mentioned under any other group unless placed higher by the establishment.

(For functional definitions of various categories of Working Journalists see Schedule I).

II. Part-time Employees:

Part-time Correspondent means a person whose principal avocation is that of journalism.

4.25. It is not obligatory for a newspaper establishment to employ any or all of the categories of employees grouped above. Some of the functions may be combined.

4.26. The Principal duties performed by an employee should determine the category of such employee; neither designation nor casual or occasional work should be taken into account for such categorisation.

Remuneration

Wages, Scales and Grades:

4.27. Working Journalists of different groups employed in different classes of newspapers and news-agencies should be paid basic pay per mensem in accordance with the following scales :—

APPLICABLE IN CASE OF DAILY NEWSPAPERS AND NEWS AGENCIES

Class	Group of Employees	Scale	Years
I	I	Not less than Rs. 2000 p.m.	
(Rs. 200 lakhs and above)	IA	Rs. 1000—125—2000	(8 years)
	IB	Rs. 800—75—1100—125—1600	(8 years)
	II	Rs. 750—30—900—70—1250—125—1500	(12 years)
	IIA	Rs. 400—34—570—60—870—80—1350	(16 years)
	III	Rs. 400—32—560—48—[illegible]—75—1250	(16 years)
	IVA	Rs. 190—10—240—25—340—35—450	(12 years)
	IV	Rs. 190—10—240—20—340—30—400	(12 years)
II	I	Not less than Rs. 1600 p.m.	
(Rs. 100 lakhs and above and less than Rs. 200 lakhs)	IA	Rs. 800—75—[illegible]—125—1600	(8 years)
	IB	Rs. 750—[illegible]—1500	(8 years)
	II	Rs. 650—40—[illegible]—1200—100—1400	(12 years)
	IIA	Rs. 375—[illegible]—1350	(18 years)
	III	Rs. 375—30—[illegible]—675—75—1200	(18 years)
	IVA	Rs. 175—10—225—25—325—25—400	(13 years)
	IV	Rs. 175—10—225—15—[illegible]—20—365	(13 years)
III	I	Not less than Rs. 1400 p.m.	
(Rs. 50 lakhs and above and less than Rs. 100 lakhs.)	IA	Rs. 700—75—[illegible]—80—1400	(8 years)
	IB	Rs. [illegible]—70—930—80—1250	(8 years)
	II	Rs. 540—40—700—55—920—70—1200	(12 years)
	IIA	Rs. 315—25—440—45—[illegible]—60—1100	(18 years)
	III	Rs. 315—25—440—40—800—50—1000	(18 years)
	IVA	Rs. 160—8—200—20—300—30—390	(13 years)
	IV	Rs. 160—8—200—15—275—25—350	(13 years)

Class	Group of Employees	Scale	Years
IV	I	Not less than Rs. 1000 p.m.	
(Rs. 25 lakhs and above & less than Rs. 50 lakhs)	IB	Rs. 540—40—740—50—890—55—1000	(10 years)
	II	Rs. 440—20—520—40—680—55—900	(12 years)
	III	Rs. 215—20—315—35—560—55—725	(15 years)
	IVA	Rs. 140—7—175—18—265—25—340	(13 years)
	IV	Rs. 140—7—175—13—240—20—300	(13 years)
V	I	Not less than Rs. 700 p.m.	
(Rs. 12½ lakhs and above & less than Rs. 25 lakhs)	II	Rs. 425—20—525—35—700—50—800	(12 years)
	IIA	Rs. 375—16—455—33—620—40—700	(12 years)
	III	Rs. 175—15—250—30—400—35—575	(15 years)
	IV	Rs. 120—6—150—12—210—15—240	(12 years)
VI	I	Not less than Rs. 500 p.m.	
(Rs. 5 lakhs and above & less than Rs. 12½ lakhs)	II	Rs. 225—13—290—25—415—30—475	(12 years)
	IIA	Rs. 200—11—255—22—365—30—425	(12 years)
	III	Rs. 150—9—195—18—285—20—325	(12 years)
	IV	Rs. 110—5—135—11—190—15—220	(12 years)
VII	I	Not less than Rs. 400 p.m.	
(Less than Rs. 5 lakhs)	II	Rs. 180—12—240—20—340—25—390	(12 years)
	IIA	Rs. 155—11—210—20—310—25—360	(12 years)
	III	Rs. 130—7—165—11—220—20—260	(12 years)
	IV	Rs. 105—5—130—10—180—15—210	(12 years)

APPLICABLE IN THE CASE OF WEEKLIES AND PERIODICALS

Class	Group of Employees	Scale	Years
I	I	Not less than Rs. 1400 p.m.	
(Rs. 50 lakhs and above and less than Rs. 100 lakhs)	IA	Rs. 700—75—1000—100—1400	(8 years)
	IB	Rs. 650—70—930—80—1250	(8 years)
	II	Rs. 540—40—700—55—920—70—1200	(12 years)
	IIA	Rs. 315—25—440—45—800—60—1100	(18 years)
	III	Rs. 315—25—440—40—800—50—1000	(18 years)
	IVA	Rs. 160—8—200—20—300—30—390	(13 years)
	IV	Rs. 160—8—200—15—275—25—350	(13 years)
I	I	Not less than Rs. 1000 p.m.	
(Rs. 25 lakhs and above and less than Rs. 50 lakhs)	IB	Rs. 540—40—740—50—890—55—1000	(10 years)
	II	Rs. 440—20—520—40—680—55—900	(12 years)
	III	Rs. 215—20—315—35—560—55—725	(15 years)
	IVA	Rs. 140—7—175—18—265—25—340	(13 years)
	IV	Rs. 140—7—175—13—240—20—300	(13 years)
II	I	Not less than Rs. 700 p.m.	
(Rs. 12½ lakhs and above and less than Rs. 25 lakhs)	II	Rs. 425—20—525—35—700—50—800	(12 years)
	IIA	Rs. 375—16—455—33—620—40—700	(12 years)
	III	Rs. 175—15—250—30—400—35—575	(15 years)
	IV	Rs. 120—6—150—12—210—15—240	(12 years)
V	I	Not less than Rs. 500 p.m.	
(Rs. 5 lakhs and above and less than Rs. 12½ lakhs)	II	Rs. 225—13—290—25—415—30—475	(12 years)
	IIA	Rs. 200—11—255—22—365—30—425	(12 years)
	III	Rs. 150—9—195—18—285—20—325	(12 years)
	IV	Rs. 110—5—135—11—190—15—220	(12 years)
V	I	Not less than Rs. 400 p.m.	
(Rs. 2½ lakhs and above and less than Rs. 5 lakhs)	II	Rs. 180—12—240—20—340—25—390	(12 years)
	IIA	Rs. 155—11—210—20—310—25—360	(12 years)
	III	Rs. 130—7—165—11—220—20—260	(12 years)
	IV	Rs. 105—5—130—10—180—15—210	(12 years)
VI	I	Not less than Rs. 250 p.m.	
(Less than Rs. 2½ lakhs)	II	Rs. 140—7—175—13—240—20—280	(12 years)
	III	Rs. 120—5—145—7—180—10—200	(12 years)
	IV	Rs. 105—5—165	(12 years)

Dearness Allowance:

4.28. Dearness allowance should be paid to Working Journalists at the following rates :—

Range of Basic Pay	Area		
	III Rs.	II Rs.	I Rs.
Rs. 100 to Rs. 200	40	55	70
Above Rs. 200 and upto Rs. 300	50	65	80
Above Rs. 300 and upto Rs. 400	60	75	90
Above Rs. 400 and upto Rs. 500	70	85	100
Above Rs. 500 and upto Rs. 800	85	100	110
Above Rs. 800 and upto Rs. 1200	100	115	130
Above Rs. 1200	120	140	150

4.29. The proposed scales of pay and dearness allowance is to be linked up with the average Consumer Price Index Number for the year 1965 of the All-India Average Consumer Price Index Numbers for working class (with 1949 equal to 100) as base i.e. 166. The dearness allowance should be revised every year either upwards or downwards on the basis of the average of the previous 12 months. The first revision is to take place in January 1968 as soon as average Consumer Price Index Number for the year 1967 is available. If the average of the year 1967 differs from the average of the year 1965 by 10 points or more upwards or downwards the dearness allowance is to be revised at the rate of 50 paise per point upwards or downwards as the case may be. After 1968 revision is to be made every year in January on the basis of the average of the previous year as soon as the figures are available, provided the average of the 12 months differs by ten points or more from the average of the year—immediately preceding the previous year. The rate of revision is to be 50 paise per point.

Remuneration of Part-time Employees:

4.30. Part-time Correspondents of Newspapers and News-agencies should be paid a monthly retainer at the following rates :

	Area		
	I	II	III
VII and VI	50	40	30
V	65	55	45
IV	75	65	55
III	85	75	65
II	95	85	75
I	115	105	95

For the purpose of the above table, the area applicable to a part-time correspondent should be the area in which he resides. In addition, payment should be made on column basis, the rate to be settled by mutual negotiations:

Provided that no newspaper establishment shall put any restriction on a part-time correspondent that he will not work for more than one newspaper unless he is appointed for full time.

Other Allowances :

4.31. In view of the paucity of evidence on the subject, the Board recommends that the fixation of conveyance, entertainment, travelling, overseas and other allowances should be left to collective bargaining between the working journalists and the newspaper establishments concerned.

4.32 **Fitment :**

1. For the purpose of fitment :—

(i) Relevant dates means—

In the case of Classes I, II and III of newspapers and News-agencies and class I periodicals—1st of January, 1967.

In case of classes IV, V, VI and VII—1st of July, 1967.

In case of all others—1st of July, 1967.

(ii) The "Present Emolument" of a Working Journalist shall mean his basic pay and interim relief applicable individually before the coming into operation of these recommendations.

(iii) The revised scale shall mean the scale of pay applicable as per para 27 of these recommendations.

2. If the present emolument of a working journalist is less than the revised scale, his initial pay will be brought to the level of the minimum of the revised scale.

3. In case the present emoluments is higher than the minimum of the revised emolument and equal to any stage in the scale of revised emolument it will be fixed at that stage

4. In case the present emolument is higher than the minimum revised emolument but not at level with any stage in the scale of the revised emolument then it will be brought upward to the level of nearest scale.

5. After the initial fixation of basic pay of a working journalist as set forth in paragraph 2, 3, 4 above each working journalist shall be given one increment on the basis of each five years completed service in the group he was immediately before coming into operation of these recommendations:

Provided that in no case more than two increments shall be given; and

Provided further that by fixation of his pay in the manner suggested above no one will get more than the maximum of the revised scale.

6. A working journalist has to exercise his option for the new scale of pay within six months from the date of publication of the Government order on these recommendations.

7. The fitment of the Working Journalists as per Sub-paras 1 to 6 will not affect his normal date of increment.

8. In no case, should the total of the existing basic pay and dearness allowance, if any, be reduced as a result of the operation of the provisions contained in these recommendations.

9. When a newspaper or news-agency is re-classified in accordance with paragraph 22, the employee should be fitted into the new scale applicable to him on his existing basic pay. When the basic pay does not coincide with a stage in the new scale, the employee should be fitted at the next higher stage when the classification goes up and at the next lower stage when the classification goes down. In the latter case, the higher existing basic pay should be protected and the difference between the existing basic pay and the pay to which he is so fitted may be absorbed in a future increment.

Miscellaneous:

4.33. The interim rates of wages fixed by Government in exercise of powers conferred by sub-section (i) of section 13(A) of Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 45 of 1955 shall cease to be in operation from the date the order of the Central Government under section 12 comes into operation.

4.34. The age of retirement of a working journalist shall be 58 years. However a Working Journalist shall be continued in service upto the age of 60 years on production of fitness certificate from the District Medical Officer.

4.35. Re-employment for the same kind of work shall be on the basic of the last pay drawn by the employee at the time of retirement.

4.36. An apprentice is a person who is only a learner and not an employee in a newspaper. The period of apprenticeship shall not exceed two years.

4.37. Subjct to the provisions of the standing orders applicable to a newspaper establishment a working journalist may be employed as a probationer for a period not exceeding one year during which he shall be paid basic pay not less than the minimum of the scale applicable to the class of establishment and the group in which he is a probationer along with allowances attached to the post. In case a working journalist acting as a probationer on a higher post is drawing more than the minimum pay of the higher post then he should get 10 per cent of the minimum pay of the higher post in addition to his salary of the lower post during the probationary period.

Date of Operation:

4.38. These recommendations should be operative in respect of each newspaper, news-agency and periodical as from the relevant date applicable to it in accordance with paragraph 32, sub-para (1).

4.39. Total arrears payable by the newspapers or news-agencies to its working journalists as a result of retrospective operation provided in paragraph 38 should be paid in one instalment. The instalment being paid not later than six months from the date of the publication of the order of the Central Government under section 12(1) of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955.

Provided that if the services of any Working Journalists are terminated by the employer before the instalment is paid the amount so payable should become due immediately on such termination.

(For details of voting see Schedule II).

CHAPTER V—*Miscellaneous*

5.1 Now that the work of fixing the rates of wages for Working Journalist of the newspaper establishments is complete, it now remains for the Board to express its thanks to all the bodies, institutions and individuals who have rendered valuable assistance to the Board. Broadly speaking it can be stated that except periodicals and magazines all the other newspapers, their employees and also the unions have rendered full cooperation to the Board. In the case of small newspapers in the private ownership of individuals we have not been able to secure detailed financial information as most of them do not appear to maintain proper balance-sheets. Most of them follow their own system of accounting. In the case of groups, multiple and chains very few newspaper establishments maintain a separate financial account for each constituent unit. This has also caused some difficulty in assessing the financial impact of the proposed wage scale on each constituent unit. The Board, however, expresses its grateful thanks to all the newspaper establishments, their employees and the unions both of the employers and the employees for their unstinted cooperation. The Board would like to mention in particular the assistance which Indian Federation of Working Journalists, Indian and Eastern newspaper Society and Indian Languages Newspapers Association have rendered. The Board's thanks are also due to the management of the Times of India and Janmabhoomi for lending their Conference Room for holding the meetings of the Board on several occasions in Bombay.

5.2. The Board also would like to mention the name of the Secretary of the Wage Board Shri V. R. Kulkarni who has rendered valuable assistance to the Board in preparing statistical data, organising meetings, making arrangements for the stay of the members of the Board and in various other ways. Similarly the Board also would like to mention the services rendered by Shri B. L. Kothari, Investigator Grade I, Shri V. S. Tambe, Shri P. B. Gawarikar and Shri M. B. Lodaya, Investigators Grade II attached to the office of the Board. Mention may also be made here of Shri J. M. Mujumdar, Office Superintendent, Shri P. B. Kshirsagar and Shri K. C. Sethi, Stenographers for their services rendered to the Board.

(Sd.) G. K. Shinde,
Chairman.

Subject to my minute of dissent added by me.
Sd. P. Brahmayya,
Member.

Sd. Sidheshwar Prasad.
Member.

Subject to the minute of dissent which I have added with this report.
Sd. K. M. Mathew,
Member.

Subject to the separate minute of dissent which I have added with this report.
Sd. K. A. Nettakallappa,
Member.

Subject to the separate minute of dissent which I have added to this report.
Sd. L. Meenakshi Sundaram,
Member.

Subject to the separate minute of dissent which I have added to this report.
Sd. S. B. Kolpe,
Member.

Sd. V. R. Kulkarni,
Secretary.

SCHEDULE I

Section I—Newspapers

Group I:

"Editor" is a person who directs and supervises the editorial sides of a newspaper.

Group I-A:

"Resident Editor" is a person who performs the functions of an editor in a particular centre where a newspaper of a multiple unit is published.

"Associate Editor" or "Joint Editor", or "Deputy Editor" is a person who generally assists the Editor in the performance of the work of the Editor.

Group I-B:

"Assistant Editor" is a person who regularly assists the Editor in the discharge of his duties generally in relation to comments and opinions and writes leaders and may also write other copy involving review, comment, or criticism.

"Leader Writer" is a person who regularly writes leaders and may also write other copy involving review comment or criticism.

"News Editor" is a person who co-ordinates and supervises the work of the news department and is responsible for the news content of all the editions of a newspaper.

"Special Correspondent" is a person whose duties regularly include reporting and interpreting all news of parliamentary, political and general importance as an accredited correspondent at the headquarters of the Central Government or at a foreign centre or who regularly performs similar functions in more than one State or at any other place where he is assigned as such.

Group II:

"Chief Reporter" is a person who is in charge of all reporters at a centre of publications, supervises their work and also regularly reports and interprets all news of legislature, political or general importance.

"Deputy Assistant News Editor" is a person who assists the news editor in the discharge of his duties generally.

"Chief Sub-Editor" is a person who takes charge of a shift at the news desk, allocates and supervises the work of one more sub-editors and is generally responsible for the determination of news space and the general display of news in the paper or in a particular edition.

"Sports Editor" is a person in charge of the sports section of a newspaper, deals with news and views on sports and allied activities allocates and supervises the work of one or more reporters and one or more sub-editors, and is generally responsible for the determination of news space and the general display of sports news.

"Commercial Editor" is a person who deals with news and views bearing on commerce, finance, trade and industry and comments on them and allocates and supervises the work of one or more sub-editor and one or more reporters.

"Film Editor" is a person who deals with news and views bearing on films and stage and is incharge of specified columns or page on stage and screen and supervises the work of two or more working journalists.

"Magazine Editor" is a person who deals with news and views bearing on literary matters and is incharge of specified columns or page in respect of literary matters and supervises the work of two or more working journalists.

"Cartoonist" is a person who comments upon news and events through cartoons and caricatures.

"Chief of Statistical or Research Division" is a person incharge of statistical or research divisions which deals with matters bearing on commence, finance, trade and industry in a financial paper and supervises, the work of two or more working journalists.

"Chief Newsphotographer" is a person who allocates and supervises the work of one or more newsphotographers.

Group II-A:

"Dy. Chief Sub-Editor" or "Senior Sub-Editor" is a person who regularly assists the Chief Sub-Editor in the discharge of his duties and acts in his place in his absence."

"Deputy Chief Reporter" or "Senior Reporter" is a person who assists the Chief Reporter and acts in his place in his absence.

"Senior Correspondent" is a person other than special and principal correspondents and their duties include reporting on important news at the centre of publication or at any important centre other than the centre of publication, unless he has an experience for a period not less than five years.

Group III:

"Sub-Editor" is a person who receives, selects, shortens, summarises, elaborates, translates, edits and headlines newsitems of all discriptions and he may do some or all the functions.

"Reporter" is a person who gathers and presents news at a particular centre.

"Correspondent" is a person who gathers and dispatches by wire, post or any other means news from any centre.

"Newsphotographer" is a person who covers news events of public interest through photographs.

"Artist" is a person who prepares for publication drawing, layouts, maps, graphs or other similar embellishment, illustrations of any kind or creative art. He may do some or all of these functions.

"Calligraphist" is an artist who performs journalistic work and also calligraphs matters.

"Librarian or Index Assistant" is a person who prepares and maintains matters relating to news and views which are used as background or filled out for current stories. Persons not performing any of these functions shall not be covered.

Group IV-A:

"Chief Proof-Reader" is a Proof Reader who allocates and supervises the work of one or more Proof Readers and is in charge of a shift.

Group IV:

"Proof Reader" is a person who checks up printed matter of proof with editor copy to ensure strict conformity of the former with the latter. Factual discrepancies, slips of spelling, mistakes of grammer and syntax may also be discovered by him and he either corrects or gets them corrected.

Section II—News-Agencies

Group I:

"General Manager" is a person who is in overall charge of a news-agency.

"Deputy General Manager" is a person who assists the General Manager in the discharge of his duties.

"Editor" is a person who directs and supervises the work of the editorial side of the news-agency.

Group I-A:

"Chief News Editor" is a person who is incharge of the central news desk of entire news agency and who supervises, guides and directs news services in metropolitan centres, Delhi, Calcutta, Bombay and Madras.

"Manager" of a metropolitan news bureau is a person who is in charge of the metropolitan centre other than the principal office.

Group I-B:

"News Editor" is a person who is in charge of a news desk or regional news at a metropolitan centre and who supervises, directs and guides the different news services.

"Special Correspondent" is a person who is accredited to the Union Government and whose regular duties are to report news of parliamentary, political or general importance or a person in a metropolitan centre who specialises in covering news of economic importance or national or international nature.

"Foreign Correspondent" is a person stationed abroad for news covering from the country or part of the country to which he is assigned.

"Chief Reporter" is a person in a metropolitan centre who is incharge of all reporters in that centre and reports all news of legislature of political and general importance.

"Manager" of a State Capital branch who guides and directs collections of news of all types in a State Capital.

Group II:

"Chief Sub-Editor" is a person in the metropolitan centre who regularly takes charge of a shift on the editorial desk and assigns and supervises the work of sub-editors.

"Senior Correspondent" is a person in a Metropolitan Centre whose regular duties are to report news of parliamentary political or general importance or a person regularly assigned to cover news of economic and commercial importance, courts and national sports.

"Principal Correspondent" is a person other than the manager and who is accredited to the State Government and where there are more than one correspondent so accredited, the principal correspondent among them.

All those placed under the Wage Committee of the National Tribunal Award of the PTI under existing IIA will be placed in this group.

Group II-A:

"Senior Reporter" is a person whose regular duties include reporting of State Government news or proceedings of the State Legislature.

"Senior Sub-Editor" is a person in a metropolitan centre who is regularly assigned to take charge of a shift other than the main shifts on the editorial desk or whose regular duties include preparation of news despatches for special subscribers.

"Manager" of a news bureau who is in charge of a news bureau, other than at a metropolitan centre and a state capital, where more than two working journalists is stationed under him.

Group III:

"Reporter" is a person who gathers and presents news at a particular centre.

"Correspondent" is a person who gathers and dispatches by wire, post or any other means news from any centre.

"Sub-Editor" is a person who receives, selects, shortens, summarises, elaborates, translates, edits and headlines newsitems of all descriptions and he may do some or all the functions.

SCHEDULE II—DETAILS OF VOTING ON THE RECOMMENDATIONS

Section I—Recommendations approved unanimously

Para 1:

Except the definition of gross revenue.

Para 2 to 8
Para 9

Except the classification of Class I, II and III daily newspapers.

Para 16:

Para 19:

Except the classification of Class I, II and III News agencies.

Para 21 and 22

Para 24:

Except the grouping of Sports Editor, Commercial Editor and Chief Reporter.

Para 25 to 31:

Para 32:

Except sub-para (1).

Para 33 to 38

SCHEDULE I

Section II—Recommendations Approved by Majority

Para 1:

Definition of gross revenue

Employees representatives and Shri Brahmayya in favour and Employers representatives voted against.

Para 9:

Classification of Class I, II and III daily newspapers

Employers representatives and Independent members in favour and Employees representatives voted against.

Para 10:

Employers' representatives and Shri Brahmayya voted in favour while Employees' representatives voted against.

Para 19:

Classification of Class I, II and III News agencies

Employers representatives and independent members voted in favour and Employees representatives voted against.

Para 23:

Employees representatives and independent members voted in favour and Employers representatives voted against.

Para 24:

Grouping of Commercial Editor, Sports Editor and Chief Reporter
Employers representatives and independent members voted in favour and employees representatives voted against.

Section III—Recommendations Approved by Casting Vote of the Chairman

Para 11, 12, 13 and 14:

Employers representatives with Shri Brahmayya voted in favour and Employees Representatives with Shri Prasad voted against. Chairman exercised his casting vote in favour.

Para 15:

Employees representatives and Sidheshwar Prasad voted in favour and Employers representatives and Shri Brahmayya voted against. Chairman exercised his casting vote in favour.

Para 17:

Employees representatives and Shri Sidheshwar Prasad voted in favour and Employers representatives and Shri Brahmayya voted against. Chairman exercised his casting vote in favour.

Para 18:

Employees representatives and Shri Sidheshwar Prasad voted in favour and Employers representatives and Shri Brahmayya voted against. Chaiman exercised his casting vote in favour.

Para 20:

-do-

Para 32(1):

Employers representatives and Shri Brahmayya voted in favour. Employees representatives and Shri Prasad voted against. Chairman exercised his casting vote in favour.

Para 39:

-do-

NOTE OF DISSENT OF MR. K. M. MATHEW AND MR. K. A. NETTAKALLAPPA ON THE RECOMMENDATIONS OF THE CENTRAL WAGE BOARD FOR JOURNALIST EMPLOYEES

On the recommendation of the Central Wage Board for Journalists, it has been our earnest desire that as far as possible, the recommendations of the Wage Board should be unanimous and all our efforts were directed towards that end. To secure that end, we gave in, on numerous occasions even though we felt that the proposals of the majority would result in some hardship. However, on certain fundamental issues, we could not agree with the views of the majority. We, therefore, have been compelled to put on record our dissent. It is quite usual in the case of Wage Board's recommendations to make them applicable only to establishments above a certain size and economic capacity. In the case of this Wage Board, even the lowest category has been brought within the purview of the recommendation, with the result that such units will not be in a position to take root or thrive.

1. In regard to the definition of term "gross revenue" we feel that Wage Board recommendations should be free from any ambiguity and capable of easy implementation so that there is no occasion for disputes later. The proviso to clause 4.1 (a) of the definition evidently makes it clear that other incomes which have nothing to do with the activities of the newspaper establishments have to be excluded. The proviso is couched in the following form:

> "In a newspaper establishment, in regard to the activities of other departments, which had nothing to do with the income and expenditure of the newspaper, including the depreciation on machinery employed by the newspaper establishment, the net income of those of other departments is to be excluded from the income of the newspaper."

The proviso will give rise to various difficulties in its implementation where no separate accounts are maintained in respect of the departments whose income is to be excluded. Disputes will arise in connection with the allocation of income in connection with those departments as generally only one account is maintained by newspaper establishments in connection with all the departments. The definition instead of bringing peace in the industry will give one more cause for dissatisfaction and dispute in the industry. When classification has to be made on the basis of gross revenue, the provision in connection therewith must be such as is easily ascertainable without any complicated calculations and apportionments. The definition must not merely be reasonable but also must be easily applicable in practice and such as would not give rise to controversy in its implementation. We feel that there is no reason to depart from the definition of gross revenue given by the Working Journalists Wage Committee (hereinafter referred to as "Wage Comittee') in its report dated 29th May 1959, after careful consideration of the matter. The Wage Committee has defined gross revenue as under:

> "'Gross Revenue' means in the case of a newspaper, the total of its circulation revenue (including subscription revenue) and advertisement revenue."

It is the most scientific and standard form of classifying newspapers. It represents the most practical way of dealing with the matter and is simple, precise and capable of easy implementation and such as would not itself furnish a ground for controversy and fresh disputes and so it should be adopted.

For the purpose of arriving at the 'gross revenue', it is provided in the majority report that "revenue in respect of circulation and advertisement, shall be taken to be the amount arrived at after deducting the commission actually allowed to

the extent to which the amount of commission (is) allowed by the Income Tax authorities."

There is no reason why the amount of commission actually paid and certified by the chartered accountant should not be accepted and the parties be asked to wait until the Income Tax authorities give a final decision in the matter. Such decision may take considerably long time. The provision is unreasonable, will delay proper classification and is dependent upon a decision of a third party, which may be subject to challenge in further proceedings, and which may take a long time before the matter is finally settled.

We consider that the safeguard of actual certificate of payment of such commission by a chartered accountant should be sufficient, particularly when the only object of such allowance is mere classification.

In case of a group, English daily newspapers form one unit and all Indian language newspapers form another unit. We feel that if the principle of wage determination rests on revenue of each newspaper, clause 4, 12 offends against the very basis of it. It will be unfair and unjust that all the Indian language newspapers should be made to constitute one unit. For example, an institution may have three Indian language newspapers in one centre with a gross revenue of 20 lakhs each so that (each one otherwise was liable to be placed in class V) will now be placed in class III in view of the total gross revenue being 60 lakhs. This would be exposing the group to unfair competition with other newspapers, which according to their individual revenue may perhaps remain in class V or lower. There is no reason why a change should have been made form the existing practice established by the Wage Committee. We are not in agreement with this recommendation of the majority and hold the view that the revenue of each individual newspaper should be considered separately and in any case all Indian language newspapers cannot and should not form one unit.

In respect of periodicals, that the burden on account of Wage Board recommendations will be found crippling by many of the publications and it is our opinion that "other periodicals" should be totally excluded. The Wage Committee in its report has observed in connection with periodicals as follows:

> "In view of the paucity of evidence in respect of periodicals which are published at longer intervals than a week, the Committee did not make any recommendation regarding salaries, scales or grades for Working Journalists employed in establishments publishing such periodicals."

There was also paucity of evidence before the present Wage Board in respect of periodicals which are published at long intervals than a week, both as regards working journalists and non-journalist employees. It was not possible for the Committee to assess the effect of the recommendations of the majority of the Wage Board on the periodicals published at longer intervals than a week and to consider the question of the capacity of such periodicals to bear the burden of the wage scales and other allowances provided for non-journalist employees. The Wage Board should not have made any recommendations in connection with the same.

Capacity of the Industry to pay

The majority report has reiterated the principle that capacity of the industry to pay is a factor that should be taken into account in fixing wages. The majority of the Wage Board, however, in fixing scales of pay and other allowances to the journalist employees have in fact not given effect to the principles.

In the majority report, there is a statement showing the average net profit per year for 1963, 1964 and 1965 of various units of the industry. There is also a column showing the amount which would be liable to be paid in connection with 6 per cent return on the paid up or subscribed capital of the various units. There is another column showing the financial burden that would be imposed on the respective units on account of the implementation of the proposals of the majority of the Wage Boards for journalists and non-journalist employees. There is a column showing the amount payable by way of arrears and a column showing the recurring burden. The amount shown as 6 per cent return on the paid-up or subscribed capital is not the only amount to be taken into account when considering the amount of profits which are available for the purpose of considering the capacity of the industry to pay. Provision has to be made for the needs of the industry. We will, however, proceed to consider the capacity of the industry to pay even on the footing that no amount is required to be provided for return on paid-up or subscribed capital and that the industry is to work on the basis that no amount was to be provided for by way of return of capital and on the footing that the only burden imposed by the majority of the Wage Board consists of the recurring burden. The average net profit of the Amrit Bazar Patrika Pvt. Ltd. is shown as Rs. 9.49 lakhs and the annual extra recurring burden imposed by reason of the recommendations of the majority is Rs. 10,99,144. The average net

profit of Anand Bazar Patrika Pvt. Ltd., as shown is Rs. 6.39 lakhs and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 11,16,804. The average net profit of Jugantar Pvt. Ltd., as shown is Rs. 3.76 lakhs and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 5,95,963. The average net profit of the Indian National Press as shown is Rs. 3.79 lakhs and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 4,24,056. The average net profit of Mathrubhumi Printing and Publishing Co. Ltd., as shown is Rs. 2.11 lakhs and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 2,64,480. The average net profit of Malayala Manorama Co. Ltd., as shown is Rs. 75,000 and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 2,08,704. The average net profit of Nageshwara Rao Estate Pvt., Ltd., Associated Journals Ltd., Allahabad Patrika Pvt. Ltd., and Lokshikshan Trust as shown is Rs. 91,000, Rs. 2,12,000, Rs. 30,000 and Rs. 1,50,000 respectively and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 1,21,260, Rs. 6,06,768, Rs. 2,52,528 and Rs. 1,99,128 respectively. The average net profit or loss of Vir Arjun, Shri Krishna Sandhesh Pvt. Ltd., Hitawada English Daily (Nagpur) and Hitawada English Daily (Bhopal) as shown is Rs. 46,000 loss, Rs. 23,000, Rs. 11,000 and Rs. 11,000 loss and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 6,816, Rs. 52,104, Rs. 50,928 and Rs. 26,436 respectively. The average net loss of Rashtra Dharma Prakashan Ltd., as shown is Rs. 14,000 loss and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 1,04,432.

The wage scales are incremental wage scales and the recurring burden will increase year after year. The way in which the majority of the Wage Board has sought to justify the recommendations is by using the phrase that the industry will be in a position to pay the recommended wages by tightening their organisation. It is nowhere indicated in what manner the organisation is to be tightened up. The organisation cannot be tightened up by reduction of the staff. It has not been said what economy could be effected, in which department, so that the various newspapers referred to above can bear the burden of the new wages. So far as we are aware, no calculations were made to show what amount the tightening up would fetch. When the capacity of the industry is to be considered and when the industry has been divided into classes, the well-settled principle which has been laid down is that before you can say that a particular class would have the capacity to bear the burden of the wages sought to be imposed, effect of such wages on a fair cross section of the class should be considered. The majority of the Wage Board has not stated which unit or units constitute a fair section of which class and how such fair section is in a position to bear the burden of the new wages fixed. The very statement which is annexed to the majority report shows that the aforesaid units do not have the capacity to pay the increased burden, that there are no available profits which could be utilised for payment of the increments in the amount of wages.

Apart from return on paid up or subscribed capital, the question of the needs of the industry has also to be considered whilst determining the capacity of the industry to bear the new burden of wages. Provision is required to be made for rehabilitation, expansion of industry, lean years and other factors. The following statement will show what would be the result of the imposition of the new burden on established newspapers set out below without making provision of return of one paisa on the paid up or subscribed capital:

	Name of the establishment	*Average net profit per year for 1963 1964 and 1965*	*Financial burden on account of implementation of the final recommendations*
(1)	(2)	(3)	(4)
Class I	Amrit Bazar Patrika Pvt. Ltd.	9·49	10,99,144
	Anand Bazar Patrika Pvt. Ltd.	6·39	11,16,804
	Jugantar Pvt. Ltd.	3·76	5,95,963
	Indian National Press	3·79	4,24,056

(1)	(2)	(3)	(4)
Class IV	Mathrubhumi Printing & Publishing Co. Ltd.	2·11	2,64,480
	Malayala Manorama Co. Ltd.	0·75	2,08,704
Class V	Nageshwara Rao Estate Pvt. Ltd.	0·91	1,21,260
	Associated Journals Ltd.	2·12	6,06,768
	Allahabad Patrika Pvt. Ltd.	0·30	2,52,528
	Lokshikshan Trust	1·50	1,99,128
Class VI	Vir Arjun	0·46(loss)	6,816
	Shri Krishna Sandesh Pvt. Ltd.	0·23	52,104
	Hitawada English Daily (Nagpur)	0·11	50,928
	Hitawada English Daily (Bhopal)	0·11 (loss)	26,436
Class VII	Rashtra Dharma Prakashan Ltd.	0·14 (loss)	1,04,432

The result of the implementation of the recommendations of the majority would be that large number of newspapers will not be able to provide any return on capital and that they will be incurring continuous losses. The effect of it would be that by and large it would be difficult for newspapers following an independent policy to exist and they would either have to close down or depend for their existence on political or other subsidies. The crisis will develop in the industry which will result not in the welfare of labour but in the closing of various units and consequential unemployment.

This burden will increase considerably in view of the recommendation of the Wage Board to link D.A. with the cost of living index from 1st January, 1968. There does not appear to be any prospect of a check on price rise and wage spiral will go on increasing with increase in prices. With the high wage scales which have been recommended by the majority, there was no need to recommend linking of D.A. with cost of living index. Initially we did not object to this recommendation, believing that the wage scales will be considerably revised and brought down from the tentative proposals when the burden of such proposals is realised. We however regret the reduction in wage scales from the tentative proposals is negligible and hence the burden of D.A. will be so heavy as to make the total wage bill beyond the means of many newspapers to bear.

'Metropolitan Centre'

In the draft recommendations the 'metropolitan centre' or 'metropolitan city' was defined as 'the city of Bombay, Calcutta, Delhi and Madras'. We are unable to understand the change incorporated later on which included in the definition of the term 'metropolitan centre' or 'metropolitan city' or 'the cities having population of 10 lakhs and over'. We see no reason or departing from this accepted principle and the proposed change in the definition will impose an undue burden on the newspaper establishments located in the cities which are now proposed to be covered under this definition. We, therefore, feel that there is no justification for changing the definition and it should stand in its original position.

P.T.I.'s position

We cannot agree with the recommendations that P.T.I.'s position should be raised and placed in class II even though, as per its revenue it should really fall in class III. We cannot agree with the recommendation as it involves certain fundamental points and is discriminatory. Having decided on classification of news agency on the basis of revenues, the majority of Wage Board chose to elevate P.T.I. by one class without any sound argument. In our opinion such a decision to elevate P.T.I. is not correct and is utterly irrational and discriminatory.

Grouping of Working Journalists

It has been agreed in principle even in the case of Wage Board for non-journalist employees that the number of groupings have to be reduced to the maximum extent possible. Having once agreed on this principle, it is rather surprising that in the case of the Working Journalists, the majority of Wage Board found it necessary to increase the number of groupings without any reasonable grounds. The Wage Committee had gone into details of the groupings of the Working Journalists and it was not at all necessary for the majority of

Wage Board to have further increased the number of groupings. We are particularly opposed to introducing new categories of senior employees like Resident Editor, Associate Editor, Chief Editor, Deputy Editor (IA) Senior Sub-Editor, Senior Reporter, Senior Correspondent (IIA), Chief Proof Reader (IV A). Such senior categories should be avoided as there is no necessity of increasing these categories.

So far as Press Trust of India, the groupings and categories as laid down by the Wage Committee were further endorsed by the National Tribunal while considering the groupings and categories, the same is intended to be done on more or less on a permanent basis. The re-shuffling of these now would involve great hardship on the employer and heartburning among the employees. Further it would result in anomalies and undeserved promotions.

Wages scales and grades

It will be observed from the wages scales and grades that different principles have been applied for different groups. In the first place, different spans have been prescribed for different categories of journalists. In many cases the span is longer in case of senior employees and shorter in case of junior employees, which is certainly against the accepted principles by the Tribunals. Prescribing short spans create avoidable hardships as the journalists will reach the maximum of their grade very soon and thereafter their wages stagnate for the rest of their career. We, therefore, suggest the provision of spans of not less than 15 years. We also suggest that the quantum of increments prescribed by the Wage Boards, which are very high, should be substantially reduced.

Without going into the details of anomalies in the grades prescribed, we are convinced that the grades prescribed are very high and bear no comparison with the salaries prescribed for the comparable jobs in other industries by different Industrial Tribunals.

News Agencies

The majority of the Wage Board in fixing the pay scales have in some cases even exceeded the demand made by the Federation of Working Journalists in connection with group III. The demand of the Federation was minimum of Rs. 250 and maximum of Rs. 800 while the majority of the Wage Board has fixed minimum of Rs. 375 and maximum of Rs. 1,200.

Remuneration of part-time employees

The remuneration prescribed by the Wage Board for part-time employees is very high. The suggested rise as compared to the recommendations of the previous Wage Committee are completely out of proportion and very much beyond the capacity of the industry to pay. For instance the lowest class of paper in area III was required by the previous Wage Committee to pay Rs. 10 and as against this it is required to pay Rs. 30. The increase is three-fold. Similarly in area III, the highest class of paper was to pay Rs. 25 and as against this the amount suggested by the recommendations is Rs. 95. In case of other class of newspapers in other areas the suggested rise in their remuneration is excessive and uncalled for.

We, therefore, strongly feel that the individual newspaper should not be asked to pay such high retainer fee to the part-time correspondents, who work for more than one newspaper. We, therefore, strongly suggest that the retainer fee as suggested by the Wage Board should be substantially reduced and in any case the reduction should be at least to the extent of 20 per cent.

(K. M. MATHEW)
Central Wage Board for Working Journalists

(K. A. NETTAKALLAPPA)
Central Wage Board for Working Journalists

Dated: July 2, 1967.

II. *Minute of Dissent—by two employees' representatives on the Wage Board for Journalists—Shri L. Meenakshi Sundaram and Shri S. B. Kolpe.*

The Report which we have signed contains statement of facts as well as certain observations and conclusions and recommendations based thereon. We have no comments on facts except on those specifically stated in the succeeding paragraphs. With regard to certain observations, conclusions and recommendations, we have, after most anxious and careful consideration, found ourselves unable to agree not only with a large number of observations and conclusions or recommendations contained in the report but what is more important, in some respects with their approach to the following issues: (1) classification of establishment, especially the groups, multiple units and chains; (2) comparable employment; (3) remuneration fixed for different categories of working journalists; (4) dearness allowance formula to link it with cost of living index; (5) payscales of proof readers; (6) fitment; (7) retrospective operation; (8) criteria adopted to determine the capacity to pay of different classes of newspaper establishments.

2. The four years since the Wage Board was appointed has been a period of unprecedented prosperity for the newspaper industry as a whole and also a period of inflation with its consequent sharp rise in cost of living of all sections of wage earners. The scales and grades of pay recommended by the Board, however, do not reflect the prosperity of the industry nor do these bear any relation to the abnormal increase in cost of living. It is strange that even the tentative proposals published on October 17, 1966, adumbrating the unanimous recommendations of the Board (except on one point, where a dissent was recorded) should have been allowed to be re-opened and watered down, by majority decisions and often with the casting vote of the Chairman. It is stranger still that this should have happened to the detriment of the working journalists in all essential aspects.

3. Therefore, we do not agree with many of their conclusions and recommendations. In the circumstances, we have felt constrained to record our views in this minute of Dissent. For facility of perusal and co-relation with the main report, we propose to deal with the points or issues with which we disagree in the order in which they appear in the main report.

General Principles

4. In regard to the general principles governing the wage structure (Chapter II) it is relevant to state that the resolution of the 15th Labour Conference 1957, has laid down certain norms for wage fixation. In the words of the Supreme Court [All India Reserve Bank Employees Association case (1965-II-LLJ-p. 194)] "there is much to be said for considering the need-based formula in all its implications, for it is bound to be our first step towards a living wage." In the same case, the Supreme Court also said that on the question of relating the wages of a member of the working class family to that of middle class, stated "there is no alternative but to adhere to the coefficient already established that is 80 per cent—more than that of the working class family".

5. On the factors that should be taken into consideration for proper assessment of the capacity of the industry to pay, the Supreme Court in the Ahmedabad Millowners Asssociation case (1966-I-LLJ-p. 28) among others held, "incidentally it is the figure of gross profit which is more important because it is not disputed that wages payable to the employees are a first charge and all other liabilities take their place after the wages ..... we do not think in consideration of the financial position of the appellants in the context of dispute before us, it would be appropriate to rely unduly on the profitability ratio".

6. The net profit is invariably arrived at after all appropriations and allocations which cannot be the first charge like wages because as observed by the Supreme Court in Lipton's case, "wages stand on a somewhat different footing. Wages primarily rest on contract and are determined on a long term basis and are not necessarily dependent on profits in a particular year. Consequently, the payment of a fair wage ranks first and then come the appropriations made out of the revenues".

7. It will be seen from the above, the net profit position will not give a clear picture about the financial position of the industry. It is the gross profit that materially matters.

Gross Revenue

8. In regard to definition of gross revenue (para 3.1 of main report) the majority decision of the Board provided that the reasonable commission should be one which is finally accepted by the Income tax authorities. It has been found that in most cases, the commission on the sale of newspapers is very as high as 38 per cent and over. Instances have come to the notice of the Board that in many cases the commission disallowed by the I.T. authorities is substantial.

9. Three more classes above the gross revenue of Rs. 50 lakhs is intended to cover big newspapers in the country. It is a common ground that these establishments have the capacity to pay higher wages. The slab is too wide to render effective relief to employees. Hence we suggest the classification as given below for newspapers and news agencies. But the gross revenue slab now fixed is so high that only two newspaper establishments come in Class I with gross revenues above Rs. 200 lakhs. The number of establishments that fall in the gross revenue slab of Rs. 100 to 200 lakhs slab is also limited. We, therefore, suggest that this gross revenue slab should be amended as we had recommended earlier:

Class III—Rs. 50 lakhs and above and less than Rs. 80 lakhs.

Class II—Rs. 80 lakhs and above and less than Rs 160 lakhs.

Class I—Rs. 160 lakhs and above.

The same gross revenue slabs should apply in the case of news agencies also.

10. In regard to fixing of proportion of advertisement revenue to the circulation revenue, we strongly feel that the decision of the majority is irrational and arbitrary, and not based on facts. Even the Supreme Court, while considering this issue finally held the view that "if we had been satisfied that the Board had considered this aspect of the matter, we would naturally have been reluctant to accept any challenge to the validity of the decision on the ground that the capacity to pay had not been properly considered. After all, in cases of this kind where special Boards are set up to frame wage structure this Court would normally refuse to constitute itself into a court of appeal on questions of fact."

11. Therefore, the issues that should have been considered are: the economy of language newspapers as compared to English newspapers; their price structure; the effect of typography; and the principles under which the sale price of the space are determined. Evidence was collected on all these aspects by the Board.

12. As a manufacturing industry, the newspaper industry has a product to sell—advertising space to businessmen and others; news and information to the public. In effect the industry sells space. Advertisement is only a by-product of the newspaper business and the prosperity or otherwise of a newspaper is dependent on its circulation, which is directly related to the quality of news and views published in the newspaper. It is a common business practice in the newspaper industry to adjust the selling price of the paper or the advertisement tariff suitably from time to time to meet the cost of production. Generally English newspapers publish a larger number of pages as compared to Indian language newspapers and use mechanical composing on a larger scale. The income from advertisements, therefore, is generally more than forty per cent of the circulation revenue.

13. In language newspapers, in some cases the proportion is less than 40 per cent. Their size generally ranges from four to six pages a day.

14. There is no uniformity either in the matter of fixing the selling prices of newspapers. They are just fixed to suit the economy of the establishment. The typography is such in language papers that it cannot carry more space for advertisements in the limited number of pages published by them. Selling price of the paper is an important factor in the case of language newspapers. The number of pages in each issue is just as important a cost factor as the actual number of pages printed as also the prices charged.

15. We, therefore, strongly feel on the basis of facts disclosed before the Board that the classification of establishments should not be dependent on variable factors stated above. The fixation of selling price or advertisement tariff of newspapers are not controlled by the employees. They are dependent on the business exigencies. It should be borne in mind that it is an accepted practice in the industry to revise either the advertisement rates, or the selling prices, or to cut down the number of pages to keep the cost of production down and to increase the revenue. The majority decision on this point is not based on facts as disclosed by the evidence. Our suggestion for the deletion of para 10 of the tentative proposals should have been accepted.

Groups, Multiple Units and Chains:

16. We strongly feel that in regard to classification of groups, multiple units, and chains, the arguments advanced in para 3.1 and 3.4 of the main report are erroneous and not based on facts and evidence as disclosed before the Board. They are also not based on proper appreciation of the observations of the Supreme Court in the *Express Newspapers* case. The observations of the Supreme Court should be considered in toto and portions should not have been torn out of context.

17. The burden on the establishment as a whole becomes relevant. Nowhere it has been said that the wages should be fixed on the basis of the capacity of a sub-unit in the industry. The establishment is treated as one unit. In view of the observations of the Supreme Court, it will not be fair or equitable to determine the classification on the basis of the income of a constituent unit of the establishment. Any allocation of revenue to each of the constituent units of the establishment will be arbitrary and unscientific. The advantages are many in group or multiple operations or both. In a multiple unit, though separate capital investment is necessary for each centre, editorial services like collection of news and certain features are common. A part of the material required to make up the paper is received from the main centre by teleprinter or in the form of flongs or lithoplates. Advertisement tariff is common and combined. Editions at more than one centre helps the establishment to capitalise on the goodwill of the parent edition and build up circulation with the minimum preliminary expenses or losses during the earlier period. Staff is invariably transferred from one centre to another. Publishers of multiple units get immediate advertisement revenue for the different editions by repeating the advertisements that had been booked for the original edition and charging the advertisers additionally for this purpose. The main capital investment in the case of a newspaper is on equipment and buildings. These absorb a major portion of the long-term capital. Considerable savings in the total requirements are effected when more than one newspapers are published from the same centre. The machinery and other services are fully utilised. For starting an additional newspaper from the same centre, the additional investment works out to less than one-eighth. There would be no increase in the foundry, printing, administrative and supervisory and despatch sections. Correspondents and reporting services are common. Economics come to over 70 per cent of the requirements of the second paper. There are no additional expenses under general overheads because of the increase in the number of publications from the same centre. Distribution agents are common. The chain operations combine the advantages of both groups and multiple operations. It should also be stated here that as a consequence of multiple, group, and chain operations taxes are assessed on the resultantprofits and not on the profits of each paper. Expenses are met from the common fund. This also has made is possible to find money to cover the losses of new newspapers from out of the profits. None of the groups and most of the multiple units maintain separate accounts for each paper. Therefore, it has become difficult to ascertain the extent to which a successful paper subsidises another not so remunerative immediately. It has also become difficult, because of single accounts, to ascertain exactly possible managerial extravagance. There is evidence on record to show that many establishments started additional publications without investing additional capital and financing these publications from out of the current revenues of the existing publications. Such instances are innumerable. The profits of one unit or the benefits of one unit were given to other units.

18 According to Mr. G. M. Laud, a witness before the Board on behalf of the Indian Express Newspapers Ltd., "even though the journalists of the Financial Express belong to "F" class we are paying them wages prescribed for "B" class. This applies to Screen also. It is not the financial capacity which has prompted the management to treat 'F' class paper as 'B' class, but it is the practical exigency of avoiding discontent through different working conditions for different publications within the same organisation".

19. In the main report, these anamolies have been recognised (*vide* para 3.24, page 32-33). Thus it will be clear that the accounts and administration are so intermixed that any attempt to treat the unit as a separate one will be irrational and unscientific. The scheme suggested by us makes necessary provision to protect the really weaker units. The recommendation, as made in the main report would take away even the meagre advantage that would have accrued to employees in classes IV, V and VI newspapers.

News Agencies:

2 In regard to classification of news agencies we wish to emphasise a few facts. There are two national news agencies, the Press Trust of India and the

United News of India. The former, the oldest in the country, is the foremost national news agency. The membership is restricted to owners of newspapers only. Its authorised capital is Rs. 25 lakhs and the subscribed capital is only Rs. 4,17,750. At the end of 1965, its reserves and surplus totalled Rs. 5,17,618. This PTI's fixed assets (at cost less depreciation written off to date) and investments totalled 17,49,384 and current assets, loans and advances came to Rs. 26,82,173. The total depreciation written off as on December 31, 1965 was Rs. 30,60,712. The revenue of the PTI in 1965 was 84,93,541. The company repaid the debentures of Rs. 10 lakhs from the current revenues at the rate of Rs. 1 lakh every year since 1954 ending with 1963. It is a common ground that the wordage sent out by the PTI has risen by over 2½ times during the past decade. The total wordage now exceeds 1,00,000 a day. The General Manager of the PTI, Mr. K. S. Ramachandran, told the Board that the "quality of our service should be top class. It may also be correct for top class service, a top class emolument may be necessary. My correspondents are as good as correspondents of newspapers posted abroad. It is true that the services have been expanded. The expansion of service is a continuing process. There was opposition from the newspapers to pay higher rates of subscription but inspite of it we raised the subscription. It is not that I cannot open a branch at a centre because I do not get more money irrespective of financial consideration. Where there is a demand for service at a particular centre, provided the communications are available we have to meet the demand in public interest. It is not a correct assumption that the PTI is expanding even though it has no capacity to expand. A news agency should get proper return for its service." The PTI's income in 1966 is over Rs. 92 lakhs.

21. Thus a study of the financial results of the PTI during the period taken up by the Board will reveal that it can easily pay wage scales and allowances of class I establishments.

22. It has also gone on record of the Board that PTI is capable of paying class II wages to its employees within its present resources and without incurring any loss.

23. It will not be out of place to state here in a national news agency like the PTI the stress is always on the quality of service rendered to its subscribers. Unlike newspaper establishments where there is also expenditure on newsprint, machinery etc., in a news agency, the expenditure will have to be on collection and processing and dissimination of news effectively and efficiently. Therefore, the expenditure on these items rank first and foremost charge In an agency, there is no other expenditure of this magnitude. On this expenditure, only the income of the establishment mainly depends. Taking into consideration the increase in input of wordage into and in the output of wordage to its subscribers. the pressure and the skill of its employees are exacting. This fact has been recognised by interested parties world over and from the evidence on record it will be clear that wire services throughout the world pay equal wages as that in a top-most newspaper in a country. In America, the news agencies pay even higher.

24. Therefore, it is our contention that the agencies, particularly the national news agencies like the PTI and the UNI should pay atleast the same salary as is paid to the top-most newspaper employees in India. It has also been proved beyond doubt that the economy of a news agency is differtnt from that of a newspaper in regard to the pattern of its income and expenditure. Therefore to treat the agencies capacity to pay on the basis of its revenue on par with that of newspapers is erroneous.

Comparable Employment:

25. Comparable employment does not mean alternative employment. The main emphasis here should be on degree of skill, strain involved in the work, experience and training required, the responsibility a working journalist is called upon to undertake, and the fatigue involved. The profession of journalism is unique and it is a class by itself The Supreme Court has elaborately discussed the position and came to the conclusion that "working journalists are but the vocal organs and the necessary agencies for the exercise of the right of free speech and expression." For coming to this conclusion, the Supreme Court relied on the observations of the Press Commission.

26. About proof-readers employed by newspaper establishments, the Supreme Court itself has pointed out: ".. it has to be remembered that proof-readers occupy a very important position in the editorial staff of a newspaper establishment,

relying on the observations of B. Sen Gupta in his book "Journalism as a career" (page 155) and the Kemsley's Manual of Journalism (page 337). Thus a working journalist, beyond the physical qualities that are indispensable to sustain the arduous labour and the strain at times involved, and besides the manual dexterity and mechanical facility that form a necessary part of his training and equipment, who aspires to do the general mass of newspaper work cannot be truly efficient without goodly share of intelligence, sharpened by experience or without considerable education, knowledge of the world, and its affairs, quick perception, ready powers of expression, initiative, judgment or discrimination, combined with fidelity to the journal he represents and loyalty to the public he jointly serves. Therefore any attempt to compare the work of a proof reader to that of the proof reader in a Government Press or comparing other categories of journalists to any other profession will be a crude justice rendered to them. It is also anachronistic to compare a sub-editor of a newspaper to that of All India Radio. The type of work in All India Radio is different from that of the newspaper.

Pay Scales:

27. At the 1965 All-India Cost of Living index level, the wages as per need based formula will be over Rs. 175 for 3 consumption units. For a worker's family of 3.25 consumption units, the industrial minimum wage will come to over Rs. 132. On the basis of 80% coefficient for a middle class family, the industrial minimum wage will be over Rs. 237. As against this, the amount actually decided under the recommendations is Rs. 140/-, as the industrial minimum and this will be very inadequate and will not even amount to bare subsistence wage. A 10 per cent increase suggested by us will give some relief to the employees in general.

28. The peculiar characteristics of the journalistic profession were borne in mind when we suggested that the scales of pay in the tentative proposals should be revised upward by 10% in maximum and minimum. The scales of pay as accepted by the majority fall short of these requirements. In the result, we find that the scales of pay suggested under our proposals will be fair and reasonable, having regard to prevailing wages in comparable employments, and are not very much higher than what are prevalent in the industry itself.

29 *With regard to categorisation* of working journalists in various newspapers and news agencies, several discrepancies have crept in. Categories like commercial editor, sports editor and film editor already enjoy the status of news editor and Assistant Editor and as such they should be treated on par with them instead of being placed in a category below. The Chief Reporter, whose duties are analogous to that of a special correspondent, also should be placed in the same category as was done in the tentative proposals. It is on record that the chief Reporter has been placed on par with that of a special correspondent by several establishments. It should be stated here that the definition of a chief reporter employed in a newspaper is different from that of the chief reporter in a news agency. The news agency definition should be adopted in the case of newspaper also.

Assessment of Capacity:

30. We feel that in the main report, the overall capacity of the industry was grossly underestimated and all the factors were not given adequate consideration. The gross profit factor was not given proper weightage. In classifying the newspapers (*vide* para 3.19) only the circulation revenue and advertisement revenue was considered. The earnings of the establishment from other sources by the use of newspaper funds were not taken into account.

Prospects:

31. According to the 10th annual report of the Registrar of Newspapers (published in April 1966) "the impact of growing literacy and increasing political and social consciousness among the masses has been quite pronounced on the development of the Indian Press in recent years. The general keenness of the people to keep themselves apprised of what is happening not in their immediate surroundings but also in the national and international fields has been reflected in the steadily rising numbers as well as circulation of newspapers". The rise in circulation is definitely reflected in higher consumption of newsprint year by year. Newspapers never experienced difficulty in getting their requirements to augment their circulation. The newsprint policy of the Government of India was one of gradual liberalisation every year. This will be evident from the study of the newsprint policy of the Government of India for the relevant years.

Financial Position:

32. The financial position of the industry has shown substantial improvement. A fair cross section of 38 newspaper establishments which we took up for study revealed that between 1959 and 1963 the income rose from Rs. 17,86,74,905 in 1959 to Rs. 35,95,40,596 in 1963. This came to over 90 per cent. The gross profit advanced from Rs. 2,76,34,780 to Rs. 4,61,72,516 and the net profit from Rs. 1,23,63,215 to Rs. 2,51,17,551. The paid up share capital of these establishments totalled Rs. 4,63,93,663 in 1959 and Rs. 5,19,27,141 in 1963. Out of this paid up capital, actual cash capital was only Rs. 3,91,53,538, the balance being reserves capitalised. These establishments were also able to increase the reserves and surpluses from Rs. 2,35,51,311 to Rs. 4,39,03,327 in four years. The ratio of cash capital to the total reserves capitalised and reserves and surpluses worked out to as high as 157.5 per cent. The gross block in 1959 for these establishments came to Rs. 6,83,65,847 and in 1963 to Rs. 12,87,28,142—a rise of 88.28 per cent in four years, the total depreciation and development rebate written off being Rs. 3,69,43,945 in four years. The net block value advanced by 27.63 per cent to Rs. 9,17,84,183. The net total assets of these 38 establishments moved up from Rs. 10,27,46,086 in 1959 to Rs. 15,99,44,823—a rise of 48.44 per cent in four years. Borrowings by these establishments came to Rs. 4,38,01,063 in 1959 and totalled Rs. 5,91,09,355 in 1963—a rise of only 34.93 per cent in four years. It should be stated here that the borrowings came mainly from the owners or directors of the establishments at high rates of interest. Instead of increasing the paid up capital they generally preferred to lend money to the establishments, and the amount that is taken away by way of interest is generally substantially more than what they can get by way of fair dividend. Another peculiar feature noticed is the very same persons received high remuneration by way of salaries, allowances and perquisites. Again, we found that in certain cases huge amounts were 'lent' to owners and directors as advances and loans with no interest or at nominal rate of interest. In some cases, the moneys lent were far in excess of the amounts received. Despite these features the net worth of these establishments advanced by 57.69 per cent in four years. In most cases, the newsprint consumption actually shown is far in excess of what is actually warranted by circulation. The 'wastage' shown is excessive, and not warranted by business considerations. In many cases, particularly small newspapers, the consumption of newsprint is always boosted. This naturally reduced the gross profit considerably. Even bigger establishments are not free from these defects. The cost of newsprint constitutes the biggest single item in the outgoings of the establishment. If the print order and the actual circulation are related it is invariably found the consumption is abnormal. Some newspaper establisments were asked by us to reconcile this position. Either they did not reply or their replies were highly unsatisfactory. In one case, the income tax assessment order showed that the unaccounted quantity of newsprints was as much as 266 tonnes, the value calculated at Rs. 926 per tonne worked out to Rs. 2,50,000. In some cases, the distribution commission allowed is far in excess of the amount necessary by business considerations. All these clearly indicated that the real financial position of the industry is very healthy, and there is no justification for the fears that the industry is in a bad shape.

33. This industry has some peculiar characteristics which are not prevalent in other industries. These characteristics have a vital bearing on the question of the capacity of the industry to pay. In other industries profit is the only motive. In the newspaper industry, from the evidence on record, it is clear there are considerable invisible gains to the owners of newspapers. Newspaper is a powerful medium as a moulder of public opinion. Evidence has come before us to show that the influence that the press can exert seems more important than profit for the owners. Leading business houses, political parties, and others control many newspapers. These invisible gains cannot be measured in terms of rupees and paise. The representatives of the Indian language newspapers association told the Board that political influence is increasing day by day on language newspapers. Besides this, the influence of capitalist and monopoly interests is also growing. It is obvious if I can control four newspapers, I shall be able to build political, social and all types of influence. This view is further strengthened by the evidence of the Indian and Eastern Newspaper Society whose representative told the Board that "if an industrialist has a paper and his policy and views are projected in the paper then it may be considered that it is a sort of gain for that particular industry, if it may be said that to that extent, one gets publicity of his views he is profited. I do not have the analysis of the shareholders of our member companies, but the analysis of the Registrar should be taken as correct." This representative agreed with the statement made by the leader of the Bharat Chamber of Commerce delegation before the Monopoly Commission. These factors also have a bearing on the capacity of the industry

to pay. In effect these invisible gains should have been taken for assessment of capacity. In any event the employers should not be asked to subsidise the owners for these invisible gains.

34. The next question that comes up for consideration is "what are the prospects of the industry in future?" Allied with it is the question: "What is the nature of demand which the industry expects to secure?"

35. Both from the point of view of circulation and advertisement revenue the future is bright. Experience of the last decade clearly showed the growing demand for newspapers, particularly language newspapers. With the increase in population, growth of literacy and increased per-man engaged income, the circulation of newspapers has grown. According to a study made by the President of the Indian Language Newspapers Association (which was placed before the Board) the readership in regard to Indian language newspapers in 1956 and 1960 has been calculated at 20·83 lakhs and 34·60 lakhs. This readership in the context of the literate earning population gives a ratio of 8·2 for 1956 and 10·9 for 1960. It is also evident that the increase in circulation of Indian language newspaper is at a swifter pace than of literacy because of the rise in income and increased political and social consciousness. Spread of education is another important factor with the growth of newspaper readers. During the three Plan periods there had been a substantial expansion in enrolment at all levels of education. There is, therefore, plenty of scope for increasing the revenue of the newspaper establishments. We found from the evidence on record and from the statements placed before the Board that the circulation of the paper is the key for the adjustment of advertisement rates. Specific questions were put to employers' representatives in regard to effect of changes in the selling prices and advertisement rates. Specific questions were put to employers' representatives in regard to effects of changes in the selling prices and advertisement rates of newspapers on the circulation and on the volume of advertising. These revision did not adversely affect either the circulation or the advertisement income.

36. That the future of the newspaper industry was bright was confirmed by the representative of the IENS, when he said that "the prospects for the newspaper industry are immense." Even smaller newspapers have good scope of increasing the circulation in their area.

Prospects of News Agencies:

37. Regarding future prospects of news agencies, since the subscription rates of the national news agency, like the Press Trust of India is linked with the circulation of newspaper, the revenue of this establishment is bound to increase substantially with the rise in the circulation of newspapers. There is enough evidence with the Board to establish that though the Press Trust of India has been revising the subscription rates, the rates prevalent now are *ad hoc* and have no relation to the expanded service rendered. There is much force in the observations made by the Indian Federation of Working Journalists and the Federation of the PTI Employees Unions that the newspapers, themselves being the subscribers and the owners kept the subscription rates at levels which were not commensurate with the services rendered. There is enough scope to revise the rates upwards to augment the income. The Press Trust of India did not follow the method recommended by the Press Commission in the matter of fixing subscription rates payable by the newspapers. Even the National Tribunal has observed: "It does therefore seem to me that there is considerable scope for improvement in the revenue of the PTI only if the directors of the PTI were so minded". There was also no substance in the argument of the managemnt of the PTI that "the revenues of the Press Trust of India based entirely on subscription paid by newspapers and other subscribers are inelastic. And that any increase in the rates would result in dropping of subscribers and consequent fall in the revenue." The results of the accounts of the company did not lend support to this contention. Similar fears were expressed before the First Wage Board and the Wage Committee. The observations of the National Tribunal, which hold good even now, belie these contentions. The National Tribunal said: "It will be thus seen that the PTI's plea, on which it has laid considerable emphasis, that an increase in rates does not yield a proportionate increase in revenue, has not been established. To my mind there is not the least doubt that the PTI is run for the benefits of its subscribers and that the rates which it charges them are low and capable of considerable increase.".

38. The PTI is grossly undercapitalised, having only a nominal capital of Rs. 4 lakhs and that surplus revenues in the past were used up to pay off debentures. This means diversion of revenue receipts for capital expenditure. These pertinent factors this Wage Board cannot ignore lightly. As the Wage Committee

rightly observed, the Agency cannot be content with employing third rate employees on low wages as such a policy must immediately tell upon the quality of its service and consequently on the calibre of newspapers which it feeds. Even the top papers in the country rely to a large extent on the services of the national newsagencies and for the maintenance of high standards, they must be prepared to pay fairly and adequately. Then only the news agency will be in a position not only to retain the talent but also attract talents. The management of the PTI expected the revenue for 1966 to be between Rs. 86 and Rs. 88 lakhs. On the other hand, the actual revenue for 1966, according to the accounts of the company as disclosed to the Board was Rs. 92·29 lakhs. The revenue position of the PTI has further improved with a rise in the subscription paid by the External Affairs Ministry. It is also likely, according to the evidence before the Board, that the All India Radio will enhance its subscription charges appreciably, commensurate with the services provided by the agency. The Board has also been told that the Reuters has reduced its charges, payable by the PTI. It cannot be denied that even under the present rates subscription, the PTI's revenue is bound to go up appreciably. By a slight adjustment or rationalisation of subscription rate structure, commensurate with the services rendered, it will not be difficult for the PTI to bear the additional burden imposed by the recommendations of this Board. As already explained, the main problem of the PTI is not only retain the trained personnel but also attract talent. If the pay scales and allowances of the PTI are considerable lower than the top class newspapers, then there will be migration of working journalists from the establishment. This will not be good to the institution as such. The main question that comes up for consideration is whether the burden will be heavy if the pay scales and allowances, prescribed for class I newspapers are made applicable to the PTI. From our study, it is clear that the PTI with ease can pay the wage scales and allowances prescribed for class I newspapers. But as a concession to the management of the PTI, the Board has placed it in class II. The burden cast on the PTI on account of this is only marginal. It should be stated here that there is plenty of scope to rationalise expenditure and tighten up the organisation, and thus cut down expenditure In the case of national news agencies, so far as United News of India is concerned, though it is a new news agency, it is already paying wages which approximate to class I or II scales of pay and allowances to most of the employees. As a concession we have suggested a lower class. The burden on account of these recommendations is negligible. If the capacity of the industry to pay is assessed on the bassis of these and other factors and in accordance with the provisions of the working journalists (conditions of service) and Miscellaneous Provisions Act, the industry as a whole and the different classes of establishments will be in a position to bear easily the burden that may be caused by the revision of the tentative proposals in respect of pay scales and fixed dearness allowance by 10 per cent upwards. In view of these we do not agree with the majority decision on these matters.

39. We have found from the study of the balance sheets and profit and loss account and the Income Tax Assessment orders, that in many cases the income is suppressed and the expenditure boosted. Therefore, any reliance on the net profit as the sole basis is out of place in determination of matters of this kind.

40. We have also found that the present burden now and the recurring burden on account of the tentative proposals is over-estimated in most of the cases. The immediate burden will be on account of fitment of working journalists in respective pay scales and the P.F. contribution. It has been established even on the basis of advertisement and circulation revenues. Only, the different classes of establishments can meet the burden with ease from out of the revenues. The Board has provided for reclassification if the revenue goes up or down. The only recurring burden that will come on establishments will be to cover cost of annual increments. Therefore it cannot be said that the recurring burden will be more than the burden, caused at the time of classification. This is the only method to calculate the recurring burden in the coming years. To say that the recurring burden will be more than the immediate burden is not a correct and proper appreciation of the facts. The maintenance of revenues at the present levels with marginal increases to cover the cost of annual increments, should be and would be adequate generally for meeting the additional burden. Even the wage committee has followed this method. In view of this and other factors we do not agree with the figures shown as recurring burden. They are excessive and not based on proper evaluation.

41. It should be stated that the classifications made were only for the purpose of assessment of the capacity and should not be deemed as final classifications. The final classification shall depend on the gross revenue and on the method provided under the recommendations.

DEARNESS ALLOWANCE:

42 In regard to linking of dearness allowance to the cost of living index, while we agree with the reasons given for linking it to COL we are of the view that 50 paise per point provided in the recommendations is too low and inadequate for the following reasons among others. Our suggestion is that it should be Re. 1 per point, and should be made payable from the date of operation at the Award and not from 1968 as provided. The principal object of linking the payment of dearness allowance to the cost of living index is to provide relief for the employees when the prices of essential commodities move up. It is of course true that complete neutralisation of increase in cost of living at all levels is not feasible. With the abnormal rise in prices of essential articles and consequent rise in the cost of living index, it cannot be gainsaid that the cushion provided in wages of higher income groups vanishes. As to the standard of living of employees in the higher ranges, we do not think that is an undesirable thing in itself that middle class families maintain a better standard of living. We do not think it is a sound policy to cut down the standard of living of middle classes. At the time the wage order of the Government of India came into force in 1959, the All India consumer price index stood at 116.25. The All India consumer price index with 1949—100 as the base has shown a steady upward trend from 1958 to 1967. From 116.25 in 1958, it has risen to 200 in March 1967. Even though the working class consumer price index is not designed to measure changes in the cost of living of the middle class or higher class, it must be taken in the absence of a middle class cost of living which have taken place. The expenditure pattern according to income groups has been given in the Report on the middle class family living survey, 1958-59, conducted by the Department of Statistics, Central Statistical Organisation, Government of India. The pattern of expenditure in 1958-59, is given in statement 14, pages 90 to 92. The expenditure pattern mentioned in it prevailed in 1958-59 when the All India average consumer price index was in the region of 116. At the end of 1965, the average all India index was 166. The average for 1966 was 185. At the end of March 1967 the index was 200. The real wages of employees in middle class group have fallen because of the rise in the cost of living. It should be stated here that the Dearness Allowance paid to working journalists was not linked to the cost of living index in the Government Order of 1959. It was related to the basic pay and any rise was possible only once in four or five years. In view of this, the pay packet of the working journalists did not reflect the real wages. A study of the expenditure of pattern of different income groups in relation to prices in 1966 and 1967 will reveal wages of working journalists who come from middle classes have fallen substantially. Monthly deficit expressed as a percentage of the monthly income at the end of 1965 is as follows : Income group: Rs. 100—150—84 per cent; Rs. 150—200—75 per cent; Rs. 200—300—46 per cent; Rs. 300—500—42 per cent; Rs. 500—750—33, 9 per cent; Rs. 750—1,000—30·7 per cent; Rs. 1,000—1,500—19·2 per cent. As at the end of 1966: Rs. 100—150—105 per cent; Rs. 150—200—95 per cent; Rs. 200—300—63 per cent; Rs. 300—500 58 per cent; Rs. 500—750—49:1 per cent. Rs. 750—1,000—45:6 per cent and Rs. 1,000—1,500—32 per cent. However, taking into consideration the capacity of newspaper establishments in different classes, the scales of pay and dearness allowance recommended for different categories of working journalists employed by different classes of establishments, and other relevant factors we find that the formula suggested by us—that is Re. 1 per point instead of 50 paise per point—will be equitable and fair. In many newspaper establishments where dearness allowance is already linked to the cost of living index, they will continue to retain that scheme by virtue of the provisions of the Working Journalists Act. The rates suggested by us, if applied to other establishments will be reasonable.

Part Time Correspondents:

43. On the question of fixing remuneration to part-time employees the role and functions of the part-time correspondents have not been properly appreciated. Our recommendations will cover only those whose principal avocation is journalism and are employed in or in relation to newspaper establishments. They are appointed to cover news in a particular area, and normally they are permitted to work for more than one paper, and fixed retainer fees are being paid to them. The abnormal rise in the cost of living has considerably affected them adversely. The nature of work is such that they have to cover all the news in the area in time for inclusion in the papers. In most cases, the establishments themselves stipulates that they should not represent the rival papers. They are taken to task if they miss any news items. They are given directions as to the coverage of news. Most of the correspondents have put long years of service, but their remuneration is fixed. The slab rates suggested by us (but not accepted by the majority) will give them some relief.

Retrospective Operation:

44. In regard to retrospective operation, no reasons were given in the main report for the rejection of the proposal made by us. The burden on account of retrospective operation as disclosed by the evidence on record is not considerable or even appreciable. Even here under the tentative proposals, there was a provision for the payment of arrears in four equal-half yearly instalments, the first instalment being payable not later than six months from the date of the publication of the order. The wage board was first appointed on November 12, 1963. Though sufficient time was given to submit replies to the questionnaire, the newspaper establishments asked for extension of time and the Board gave extension of time and decided to take into consideration the replies received upto the end of September 1964. On October 22, 1964, the Board recommended the payment of interim relief to working journalists with effect from May 1, 1964. The Board decided to publish tentative proposals for comments and eliciting opinion. The tentative proposals were finalised at the meeting of the Board held in October 1966. The proposals were published on October 17, 1966 and the last date for the submission of representations on the tentative proposals was fixed to be November 30, 1966. At the time of finalising tentative proposals, it was specifically understood at the meeting that the proposals should stipulate dates of operation for different classes of establishments. The dates of oeration as fixed in the proposals were: In the case of Classes I, II and III of newspapers and news agencies and class I periodicals—1st January 1966: In the case of others, 1st January 1967 The Board should have finalised the recommendations in December itself. But there were again requests from the employers for the extension of time, and the extension was granted upto January 10, 1967. The finalisation of the proposals was further delayed because of the resignation of one of the representatives of the employers towards the end of January 1967. Consequently, the Board could meet only in March 1967. In view of this, the dates fixed for January and February 1967 were changed. The meeting scheduled from March 3 to 7 could not be held for want of quorum. Though the two representatives of the employers were present alongwith the Chairman, one employers' representative and two independent members could not attend. The meeting held in April could not finalise the recommendations. They were finalised only at the meeting held in May 1967.

45. The Government of India Order on the Report of the Working Journalists Wage Committee expired on May 29, 1962. The Board was constituted on November 12, 1963. It should be stated here that the Wage Committee, while fixing wage structure for working journalists, took into consideration the accounting years 1955, 1956 and 1957 and pointed out that "since no attempt has been made to relate the dearness allowance to any particular level of cost of living or to make it vary with changes in the cost of living it should be broadly taken that the scales of pay and dearness allowance laid down by the Committee are such as would be appropriate in the circumstances obtaining in the year of inquiry, viz., 1958-59." It is common ground that the cost of living has risen abnormally between 1958-59 and 1966. The index rose from 116 to 185 (1966 average). The index stood at 200 at the end of March 1967. The interim relief provided by the Board granted only marginal reliefs. In effect the denial of retrospective operation prior to January 1, 1967 has resulted in denial of adequate relief to working journalists.

46 From the foregoing it will be clear the reference of the matter of wage fixation and revision was made on November 12, 1963. Normally, in accordance with the principles laid down by the Supreme Court, the decisions or recommendations are made operative from the date of reference. The original demand of the Working Journalists emanated from 1962. Because of some technical or other difficulties, there was delay in the constitution of the Board. The Board took a long time for reaching the conclusions. It is also in evidence that newspapers generally increased the selling prices of the newspapers in 1965 and 1966 on the ground that they have to meet additional commitment on account of the impending recommendations of the Wage Boards. It was within the knowledge of the newspaper establishments that the Wage Board might give retrospective effect to its recommendations. Taking all circumstances into account including the capacity of the establishments to pay, we suggested at the time of finalisation of the recommendations that the relevant date of operation in the case of classes I, II and III of newspapers and news agencies and class I periodicals should be 1st January, 1966, in the case of IV, V and VI classes, 1st January, 1967, and in the case of class VII 1st July 1967. In the voting that took place, there was a tie with three members (two employees' representatives and one independent member) were in favour of this suggestion and three against (two employers' representatives and one independent member). Normally in cases of this kind, the presiding officer votes for the retention of the *status quo*, that is the provision in the tentative proposals. Our suggestion was a slight modification of the

tentative proposals to provide relief to class VII establishments. It was unfortunate the Chairman should have voted in the way as he did.

47. The newspaper establishments should have known that when the Government of India appointed a wage board, the said Board would give recommendations for implementation. A prudent manager of newspaper establishments should have foreseen the effect of the reference of the matter to the Wage Boards. (*vide* SC Associated Power Co. *vs.* Workmen—1964-1-LLJ. 745). The Employers did foresee the effect of the reference and increased the selling prices and passed on the probable burden to the consumers, that is newspaper readers and advertisers. Any increase in the income by these methods, is only intended for the meeting of the commitments under the Wage Board recommendations. But in this case the position is otherwise. There is no justification for non-retention of the provision in the tentative proposals or for non-acceptance of the suggestion of employees representatives.

Fitment :

48. In regard to method of fitment, the scheme as accepted by the majority did not provide any relief to employees who have put in longer years of services. The scales of pay are such that an employee when promoted will get a lower rate of increment. This anomaly has not been rectified. Similar anomalies also arise when the classification goes up. They were hard hit because of the rise in cost of living. Full justice has not also been done to provide weightage for longer years of service. It will also be equitable to ensure that the news basic pay after fitment should reflect the period of service of an employee has put in a group and should also be adequate subject to the provision that the new pay should not exceed what point to point would give him. It should also be seen that the new pay after fitment should atleast contain the difference in the rate of increment in the old and new scales. It is also evident from the representations made by the employees on the tentative proposals that the employees who have put in longer years of service have not been benefited much, and the scheme suggested by us would meet the requirements of the situation. The burden on account of this formula will be negligible. In view of this, we do not agree with the decision reached by the majority.

49. In conclusion, we wish to point out that the overall burden that may be caused by acceptance of our suggestions in the final recommendations will not be heavy on different classes of establishments, including news agencies on the basis of the assessment made by us and the Board. The indirect benefit or invisible gains the employers get by way of political, business and other influences and the inherent ability of the industry to earn more without proportionate increase in the overall cost of production will enable the establishments to meet the additional burden caused by these recommendations with ease. Many newspapers do not maintain their accounts properly. In the case of some there are reasons to suspect that the accounts are not straighforward. The Board came across cases where in spite of small circulations and small gross revenue substantial profits have been made. We strongly feel that the new scales of pay and allowances suggested by us will not only help the management in a large way to attract talent and retain it out also increase the efficiency. This will also lead to better administration.

50. We owe a word of explanation for this some what lengthy minute of dissent which we have decided to append to the main report. In recording our dis agreement we have felt it necessary to state our own suggestions and conclusions on the basis of evidence on record.

Before we conclude we would like to express grateful thanks to the Chairman for allowing us to record our minute of dissent which will go along with the main report.

(Sd.) L. MEENAKSHI SUNDARAM.

(Sd.) S. B. KOLPE.

DECISION OF THE CENTRAL WAGE BOARD FOR JOURNALIST EMPLOYEES

Minute of Dissent by P. Brahmayya

I have signed the report in the above matter subject to my minute of dissent, as below:

1. Independent Weeklies having a gross revenue of below Rs. 12,50,000 each should be excluded from the ambit of the Wage Board's decisions.

2. Other periodicals should be totally exempt from the decisions of the Board.

3. As regard the proportion of advertisement revenue to the total revenue, the Supreme Court had laid down the following principle:

> "If the advertisement revenue of any such newspaper not being a newspaper falling in class VII, is less than 40 per cent of its gross revenue reduced by advertisement revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue."

The Board has given effect to this facility or concession to newspapers. There is no reason why the same concession should not be extended to Weeklies and other periodicals.

4. The special problems of Weeklies and other periodicals should be borne in mind while considering their capacity to meet extra impositions. They are several thousands in number. Their advertisement revenue is not much. The elasticity of demand for these periodicals is poor. Their future is not bright. In the present circumstances, an average Weekly or other periodical would not be in a position to bear any extra burden on its revenue. These are the reasons for my minute of dissent contained in paras 1, 2 and 3 above.

Even as regards the daily papers, in view of the present economic conditions, one should attach the highest importance to their capacity to pay. I am anxious that our decisions should not result in crippling the finances of the newspaper industry. Viewed in this light, I am of the opinion that, generally speaking, the scales of pay (taking into consideration also the span of service and the maximum pay) are on the high side. The employees in the newspaper industry may not expect special consideration, other things remaining the same. In other words, the wage level in the general industry should be the guiding consideration for the fixation of emoluments in a particular industry, subject to special considerations, if any, on merits.

(Sd.) P. BRAHMAYYA,
Member.

ANNEXURE

Statement showing the meetings of the Wage Board for Working Journalists and Attendance of the Members

Names	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
	Bombay December, 1963	Bombay February, 1964	New Delhi August, 1964	Bombay September, 1964	New Delhi October, 1964	New Delhi March, 1965	Bombay June, 1965	Ahmedabad July, 1965	Indore July, 1965	Bombay August, 1965	New Delhi October, 1965	Calcutta November, 1965	Patna December, 1965	Hyderabad January, 1966	Madras February, 1966	New Delhi April, 1966	Poona June, 1966	Bombay July, 1966	New Delhi August, 1966	Indore September, 1966	Bombay October, 1966	Indore April, 1967	Bombay May, 1967	Bombay June, 1967
Chairman																								
Shri G. K. Shinde	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
Members																								
Shri Sidheshwar Prasad	P	P	P	A	P	P	P	P	P	P	P	A	A	P	A	P	P	P	P	P	P	P	P	A
Shri P. Brahmayya	P	A*	P	P	P	P	P	A	A	P	P	A	A	P	P	A	A	A	P	P	P	P	P	P
Shri P. K. Roy	P	P	Resigned	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Shri K. A. Nettakallappa	A	A	P	P	A	P	P	P	P	P	P	P	P	P	A	P	P	P	P	P	P	P	P	P
Sh L. Meenakshi Sundaram	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
Shri Kedar Ghosh	P	P	P	P	P	P	A	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	Resigned	
Shri Upendra Acharya	—	—	—	P	P	P	P	P	P	P	P	P	P	P	P	P	P	A	P	P	P	P	Resigned	
Shri K. M. Mathew	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	P	P	P
Shri S. B. Kolpe	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	P	P
Secretary																								
Shri V. R. Kulkarni	P	P	P	P	P	P	P	P	P	P	A	P	P	P	P	P	P	P	P	P	P	P	P	P

ANNEXURE II

LIST OF PARTIES WHO GIVE EVIDENCE BEFORE THE BOARD

No.	Name of establishment	Date of evidence	Party appeared	Designation
1	2	3	4	5
		MAHARASHTRA		
1	Bennet Colemn and Co.	7.6.65	Shri P. K. Roy	General Manager
2	Nagpur Times, Nagpur	8.6.65	Shri M. G. Saraf	Asstt. Manager
3	Current Weekly, Bombay	8.6.65	Shri D. F. Karaka	Editor
4	Kesari, Poona	8.6.65	Shri S. B. Nagarkar	Manager
5	The Hitvada Nagpur and Bhopal	8.6.65	Shri A. Subramniam	General Manager
6	Blitz, Bombay	9.6.65	Shri Homy Mistry	Acting Accountant
7	Sakal, Poona	9.6.65	Shri G. C. Sathe	Officiating Manager
8	Pradeep Goa	10.6.65	Shri A. J. Shinkar	Manager
9	Jeevan Madhuri Bombay	10.6.65	Shri Mohanlal Mehta	Editor
10	Navneet Prakashan Ltd., Bombay	10.6.65	Shri A. H. Nevatia	Chief Executive
11	Newspaper Employees Association Nagpur	11.6.65	Shri V. S. Bhope	Secretary
12	Amrit (Mahathi) Monthly and Weekly Nasik	11.6.65	Shri A. D. Potnis Bapalal	Publisher
13	States Peoples Pvt. Ltd., (Janmabhumi group) Bombay	11.6.65	Shri K. Doshi	Director in Charge
14	Indian Federation of Working jJounralists Bombay	12.6.65	Shri V. N. Bhushan Rao	Vice President
15	Aintha Printing Press, Aurangabad	6.8.65	Shri K. N. Thipse	Manager
16	Proof Reader, Hindi Section Times of India, Bombay	6.8.65	Shri R. Upadhaya	Secretary
17	Indian Express Newspapers (Bombay) Ltd., Bombay	8.8.65	Shri G. M. Laud	Director
18	Shri N. S. Session	10.8.75	Shri N. S. Session	
19	Bombay Samachar Bombay Pvt. Ltd.,	10.8.65	Shri M. N. Cama	Managing Director
20	Rashtriya Vidharbha Kamgar Sangh, Nagpur	11.8.65	Shri S. W. Dhabe	President
21	UP-country Newspaper Representative Association, Bombay.	11.8.65	Shri C. H. Ramnath	President
22	Nagpur Kamgar Sangh, Nagpur	12.4.66	Shri Chuathmal Sripad Anant	
		GUJARAT		
23	Sandesh Limited group Ahmedabad	13.7.65	Shri Chimanbhai Patel	Managing Director
24	Lok Prakashan Ltd., Ahmedabad	13.7.65	Shri Shantilal Shah	Managing Agent
25	Gujrat Mitra Tatha Gujrat Darpan, Surat	14.7.65	Shri Praveenkant Reshamwala	Proprietor
26	Chakram Ahemadabad	14.7.65	Shri Trikamlal Dave	Accountant
27	New Prabhat Publicity Co. Ahmedabad	14.7.65	Shri G. K. Kothari	Partner
28	Press Kamgar Sangh, Ahmedabad	15.7.65	Shri D. M. Sant	President
29	Gujrat Journalists Union representing Saurashtra Union of Journalists Ahmedabad	15.7.65	Shri Vasudeo Mehta	Member Executive
30	Jansatta Ahmedabad	10.8.65	Shri R. C. Seth	Partner

1	2	3	4	5
		Madhya Pradesh		
31.	Saptahik Mazdoor Sandesh, Indore	17.7.65	Shri Bansilal Vaid	Prabandhak
32.	Nai Dunia, Indore	17.7.65	Shri Labhchand Ji.	Partner
33.	Yugdharma, Nagpur, Jabalpur, Raipur	19.7.65	Shri D. S. Gore	Ganeral Manager
34.	Raipur News, Raipur	19 7.65	Shri Kishorilal Misra	Editor and Publisher
35.	Indore Samachar, Indore	20.7.65	Lakhmichand Naneria	Partner
36.	Bhopal Union of Working Journalists, Bhopal	20.7.65	Shri D. V. Lele	President
37.	Shramjivi Patrakar Sangh, Indore	20.7.65	Shri M. S. Gupta	President
38.	Chronical Employees Union, Bhopal	20 7.65	Shri B. M. Bharti	President
		Delhi		
39.	Hindustan Times Employees Union, New Delhi	14.10.65	Seri P. C. Batra	Vice President
40.	Vir Arjun and Pratap Press Employees Union, New Delhi	17.10.65	Shri Surajbhan	General Secretary
41.	Asiatic Press Clipping Service, New Delhi	15.10.65	Shri Loknath	Proprietor
42.	Hindustan Times New Delhi	16.10.65	Shri G. N. Shah	Ganeral Manager
43.	Daily Pratap and Daily Vir Arjun, New Delhi	18.10.65	Shri K. N. Narendra	Proprietor
44.	Nava Hindustan, New Delhi	18.10 65	Shri Jogindra Singh Anand	General Manager
45.	'Patriot' Raisina Publications Pvt. Ltd., New Delhi	18.10.65	Shri Sitaram Gunthey	General Manager
46.	Delhi Printing and Publishing Pvt. Ltd, Delhi	19.10.65	Shri P. N. Verma	P.A. to Managing Director.
47.	Delhi Union of Journalists, Delhi	9.4.66	Shri B. C. Saxena	Executive Member
48.	United News of India Employees Union, All Milap Workers Union, Indian Express Employees Union and Bonner Colemn and Co. Employees Union, New Delhi	11.4 66	Shri George Methew	
		West Bengal		
49.	Amrit Bazar Partrika Pvt. Ltd Calcutta	23.11.65	Shri M. L. Ganguli	Joint Secretary and Advt. Manager
50.	Jugantar Pvt. Ltd. Calcutta	24.11.65	Shri M. L. Ganguli	Public Relations Officer
51.	Amrita Publishers Pvt Co. Ltd. Calcutta	24.11.65	Shri M. L. Ganguli	Advt. Manager
52.	The Statesman Ltd. Calcutta	25.11.65	Shri P. T. Dastoor	Secretary
53.	Basumati Pvt. Ltd. Calcutta	26.11.65	Shri D. P. Chakravarty	Director
54.	Jan Sevak, Calcutta	26.11.65	Shri C. Das Gupta	Incharge
55.	Anand Bazar Patrika Pvt. Ltd., Calcutta	27.11.65	Shri P. N. Mukherjee	Industrial Relations Officer.
56.	Shrikrishna Sandesh Pvt Ltd Sanmarg. Calcutta	29.11.65	Shri Ramaatar Gupta	Director and Manager
57.	Press Club, Calcutta	29.11.65	Shri Prasanta Sarkar	Secretary.
58.	Indian Journalists Association, Calcutta	29.11.65	Shri P. R. Ganguli	General Secretary

1	2	3	4	5
59.	Anand Bazar Patrika, Hindustan Standard and Desh Employees Union, Calcutta, Statesman Clerical Staff Union, Calcutta, Statesman Employees Union, Calcutta and Statesman Employees Union, Delhi.	30-11-65	Shri T. M. Nagarajan	
60.	Vishwamitra, Calcutta.	2-12-65	Shri H. C. Agarwal	Partner
		Assam		
61.	Janmabhoomi and Janma bhoomi Press, Jorhat	30-11-65	Shri B. Barua	Manager
62.	Assam Tribune Employees Union, Gauhati	1-12-65	Shri G.K. Barthakur	Vice President
63.	Assam Tribune and Assam Bani, Gauhati	1-12-65	Shri Jatindra Prasad Katakya	Office Superintendent
64.	Shillong Journalists Association, Shillong	1-12-65	Shri K. C. Choudhry	Member
65.	Assam Working Journalists Association	5-12-65	Shri N. K. Dutta.	Genl. Secretary
		Bihar		
66.	Asre Jadid, Patna.	2-12-65	Shri Kazi Iqbal Ahmed	Manager
67.	Jyotsana Monthly, Patna	5-12-65	Shri Shibindra Narayan	Proprietor
68.	Sada-E-Aam, Patna	5-12-65	Shri S. Razid Haider	Editor.
69.	Newspaper and Publications Pvt. Ltd., Patna.	6-12-65	Shri K. K. Zha.	Secretary.
70.	Behar Journals Ltd., Patna.	6-12-65	Shri Rajendra Sharma	Joint Manager
71.	Behar Working Journalists, Union, Newspaper and Publications Karmachari Union, and Behar Journals Ltd., Employees Union, Patna.	7-12-65	Shri Krishnakant Prasad	General Secretary.
		Madras		
72.	Andhra Patrika M/s. Negeshwararao Estate Pvt. Ltd., Madras	12-2-66	Shri M. Cunchithapathan	General Manager
73.	Kasturi and Sons Ltd., Madras	14-2-66	Shri C.G.K. Reddy.	Business Manager
74.	Swadeshmitran Ltd., Madras.	14-2-66	Shri Venugopalan	Dy. General Manager
75.	Anandvikatan, Madras	15-2-66	Shri Venkatraman	Secy. (Administrative)
76.	Kumudam and Kalkandu Madras	15-2-66	Shri P. V. Parthsarthi	Publisher.
77.	Kalaimangal, Manjari and Kanan, Madras	15-2-66	Shri N. Ramaratanam	Publisher.
78.	Dinamani, Thozhilalar Sangam, Madurai, Madras, Press Labour Union, Madras, Swadeshmitran Employees Union, Madras.	16-2-66	Shri S. C. C. Anthani Pillai	
79.	Madras Union of Journalists, Madras	16-2-66	Shri S. Ramanathan	President.
80.	Indian Express (Madurai) Ltd., Madurai	17-2-66	Shri Ramnath Goenka	Managing Director.
		Kerala		
81.	Mathrubhumi Printing and Publishing Co. Ltd., Calicut	18-2-66	Shri M. V. Gopalkrishnan	Secretary.

1	2	3	4	5
82	Malayala Manorama, Kottayam	18-2-66	Shri K. M. Mathew	Managing Editor
83	Malayala Rajyam Pvt. Ltd., Quilon	19-2-66	Shri M. K. Raghavan Pillai	Manager
84	Kerala Union of Working Journalists, Trivandrum	20-2-66	Shri K. C. Madhavkutup	President
		Punjab		
85	Tribune Trust, Ambala Cantt.	11-4-66	Shri P. N. Verma	Secretary
86	Preet Lari, Preet Nagar	12-4-66	Shri Navtejsingh	Owner
87	Punjab Working Journalists Union	12-4-66	Shri Harish Bhanot	President
		Rajasthan		
88	Navjyoti, Jaipur	12-4-66	Shri Durgaprasad Chaudhari	Manager
89	Rashtriya Press Workers Karmachari Sangh, Jaipur	12-4-66	Shri I. M. Bapna	
90	Rajasthan Working Journalists Union, Jaipur	12-4-66	Shri I. M. Bapna	Member Executive
		Uttar Pradesh		
91	Mitra Prakashan Pvt. Ltd., Allahabad	13-4-66	Shri B. N. Ghosh	Managing Director
92	Associated Journals Ltd., Lucknow	13-4-66	Shri Umashankar Dixit	Managing Director
93	Newspaper Ltd., Allahabad	13-4-66	Shri B. R. Mehta	Acting Manager
94	U.P. Working Journalists Union	14-4-66	Shri Upendra Vajpayi	Member of the Standing Committee
95	Uttar Pradesh Samachar Patra Karmachari Sangh, Allahabad	14-4-66	Shri R. Shrivastava	President
		Orissa		
96	All Orissa Newspaper Employees Association, Cuttack	15-4-66	Shri D. C. Mahanty	
97	The Utkal Journalists Association, Cuttack	15-4-66	Shri C. S. Mahapatra	
98	The Samaj, Cuttack	15-4-66	Shri Fakirchand Das	General Manager
		Andhra Pradesh		
99	Siasat Daily, Secunderabad	14-6-66	Shri Abid Ali Khan	Owner
100	Deccan Chronicle and Andhra Bhumi, Secunderabad	13-6-66	Shri K. A. Govindraj	Partner
101	Andhra Pradesh Union of Workin. Journalists, Hyderabad.	16-6-66	Shri G. S. Chari	General Secretary
		Mysore		
102	Lokshikshan Trust, Hubli	14-6-66	Shri V. S. Diwakar	Manager
103	Daily Pasban Urdu Daily, Bangalore	15-6-66	Shri H. M. Ismail Tabish	General Manager
104	The Mysore Printers Pvt. Ltd, Bangalore	15-6-66	Shri I. B. Thakur	Additional Secretary
105	Bangalore Newspaper Employees Union, Bangalore	17-6-66	Shri K. Subramanya	General Secretary
106	Kerala Newspaper Employees Federation Calicut	16-6-66	Shri Anand Krishanan	General Secretary
107	Mysore State Journalists Association Bangalore now known as Karnatak Union of Working Journalists, Bangalore	17-6-66	Shri R. Shamanna	President
		News Agencies		
108	Press Trust of India, Bombay	9-8-65	Shri K S. Ramchandran	Manager
109	Federation of P.T.I. Employees Union, Bombay	11-8-65	Shri P. K. Menon	General Secretary

1	2	3	4	5
110	India News and Feature Alliance, Delhi	19-10-65	Shri Satyajit	Business Manager
111	United News of India, New Delhi	9-4-66	Shri Kuldip Naiyar	General Manager
112	Reuter, New Delhi .	9-4-66	Shri Peter Jackson	Chief Area Representative
113	Near and Far East News (Asia) Ltd., Delhi	9-4-66	Shri Howe	Chief Representative
	Organisations of Employers and Employees			
114	All India Newspaper Employees Federation, Delhi	20-6-66	Shri Madan Fadnis	Secretary
115	I.L.N.A. Bombay . .	9-6-65	Shri Ratilal Seth	General Secretary
116	I.E.N.S. New Delhi . .	16-6-66	Shri P. K. Roy	Executive Committee Member
117	I.F.W.J. . . .	18-6-66	Shri S. C. Banerjee	President

ANNEXURE III

Comparative statement of financial burden of tentative proposals and final proposals on Newspaper Establishment for Journalists and non-Journalists.

Sl. No.	Name of the establishment	Total arrears payable			As per final proposals for non-Journalists upto 1-7-67	Recurring burden				REMARKS
		As per tentative proposals for Journalists upto 1-7-67	As per final proposals for Journalists upto 1-7-67	As per tentative proposals for non-Journalists upto 1-7-67		Monthly burden as per tentative proposals for Journalists from 1-7-67	Monthly final burden for Journalists from 1-7-67 approximate	Monthly burden for non-Journalists as per tentative proposals from 1-7-67	Monthly burden for non-Journalists as per final proposals from 1-7-67 approximate	
1	2	3	4	5	6	7	8	9	10	11
1	Bennet Colemn and Co. Bombay	95,108	31,703	21,25,854	7,08,618	5,283	No change	1,18,103	No change	
2	Statesman Ltd, Calcutta	6,841	2,280	22,54,680	7,51,560	380	No change	1,25,260	No change	
3	Kasturi and Sons, Madras	1,56,570	52,190	8,07,390	2,69,130	8,700	No change	44,855	No change	
4	Hindustan Times, New Delhi.	2,70,575	90,191	10,97,166	3,65,722	15,321	No change	60,442	No change	
5	Amrit Bazar Patrika Pvt. Ltd.. Calcutta	1,94,586	64,892	14,54,040	4,84,680	10,810	No change	80,780	No change	
6	Anand Bazar Patrika—Pvt. Ltd., Calcutta	2,00,754	50,663	15,81,279	5,27,093	11,153	8,443	84,245	84,624	
7	Indian Express Newspapers, Bombay (including Lok Satta and Screen)	4,21,380	1,40,460	8,22,312	2,74,104	23,410	No change	45,609	No change	
8	Indian Express, Delhi	1,09,758	36,586	4,53,690	1,51,230	6,097	No change	25,805	No change	
9	Indian Express(Madurai) Ltd., Madurai	39,000	Nil	3,88,944	Nil	6,500	No change	64,824	No change	
10	Do. Bangalore									
11	Do. Vijayawada									
12	Do. Madras									
13	Andhra Prabha Ltd. Vijayawada	9,330	Nil	82,518	Nil	1,550	No change	13,753	No change	
14	The Jugantar Pvt. Ltd., Calcutta.	1,50,855	50,285	7,43,046	2,47,692	8,331	No change	41,282	No change	

1	2	3	4	5	6	7	8	9	10	11
15	*Indian National Press, Bombay.*									
	Free Press	96,750	32,250	4,37,204	1,27,952	14,567	11,049	24,289	No change	
	Navshakti	1,02,136	34,045							
	Janashakti	63,304	Nil							
		2,62,210	66,295							
16	The Tribune, Ambala	10,836	Nil	31,380	Nil	1,806	No change	5,230	No change	
17	Nageshwarrao Estate Pvt Ltd., Madras	9,630	Nil	55,608	Nil	1,605	No change	9,268	8,500	
18	The Printers (Mysore) Pvt. Ltd., Bangalore	28,686	Nil	1,74,342	Nil	4,781	No change	24,907	No change	
19	The Sandesh Ltd., Ahmedabad	6,768	Nil	64,208	Nil	1,128	No change	10,678	No change	
20	Matrubhumi Printing & Publishing Ltd.	17,490	Nil	1,14,750	Nil	2,915	No change	19,125	No change	
21	The Newspapers and Publications Pvt. Ltd., Patna	21,756	Nil	68,400	Nil					
22	*Associated Journals Ltd.*									
	National Herald	8,634	Nil	2,61,492	Nil	1,439	2630	43,582	31,370	
	Navjeevan	17,550	Nil		Nil	2,925	1,740			
	Quomi Awaz	15,720								
		41,904	Nil			2,620				
23	Saurashtra Trust, Hubli	18,966		1,04,682		3,161	2,979	17,447	11,900	
24	Allahabad Patrika Pvt. Ltd., Allahabad	14,664	Nil	1,44,144	Nil	2,444	2,144	24,024	19,000	
25	Lokshikshan Trust, Hubli	7,944	Nil	96,162	Nil	1,324	No change	16,027	15,270	
26	*K.P. Nandgopal & Others*									
	Andhra Bhumi Hyderabad	13,278	Nil	23,046	Nil	2,213	1,120	3,841	2,600	
	Deccan Chronicle, Hyderabad	7,200	Nil	18,702	Nil	1,200	No change	3,117	2,900	
27	Assam Tribune As. D. Gauhati	3,432	Nil	57,690	Nil	572	Nil	9,615	7,000	
28	Siyasat Urdu Daily Hyderabad	1,098	Nil	9,000	Nil	183	No change	1,500	1,200	

29	Malayala Manorama Co. Ltd., Kottayam	7,302	Nil	1,02,300	Nil	1,217	No change	17,050	16,175
30	The Daily Pratap, Delhi	4,044	Nil	11,392	Nil	674	No change	1,892	1,400
31	Vir Arjun, Delhi	2,208	Nil	1,410	Nil	368	No change	235	200
32	Rashtra Dharma Prakashan Ltd., Lucknow	5,466	Nil	50,538	Nil	911	No change	8,423	7,800
33	Shrikrishna Sandesh—Pvt. Ltd.	2,052	Nil	27,000	Nil	342	No change	4,500	4,000
34	Asre Jadid, Calcutta	Information not received							
35	Nav Jyoti, Ajmer and Jaipur	Information not received							
36.	*Servants of India Society, Poona*								
	Hitvad E.D. Nagpur	5,328	Nil	24,336	Nil	888	No change	4,056	3,356
	Hitvad E.D. Bhopal.	3,462	Nil	12,756	Nil	577	No change	2,126	1,626
37	M/s Nai Dunia, Indore	2,160	Nil	16,398	Nil	360	No change	2,733	2,433
38	Navneet, Bombay	198	Nil	5,094	Nil	33	No change	849	700
39	Kirloskar Press, Poona	600	Nil	19,500	Nil	100	No change	3,250	2,850
40	Asam Bani As. Weekly Gauhati	480	Nil	1,974	Nil	80	No change	329	270
41	The Blitz Publications Pvt. Ltd.	Nil	Nil	Nil	Nil	Nil	Nill	Nil	Nil
42	The current publications Pvt. Ltd.	210	Nill	1974	Nil	40	No change	329	270
43	Chandamama Publications Pvt. Ltd., Madras	3,120	Nil	11,730	Nil	520	No change	1,955	1,800
44	United News of India.	7,680	Nil	21,030	Nil	1,280	No change	3,505	3,100
45	Press Trust of India	5·43 lakhs	1·81 lakhs	6 lakhs	2 lakhs	29,000	No change	30,000	27,500

ANNEXURE IV

Statement showing the position of replies to the Questionnaire issued by the Board for working Journalists (Before due date i.e. 30-9-64)

Sl. No.	Name of the State	Replies from			
		Newspaper Establishments	Union of Working Journalists	Individual parties	Govt. organisation
1	2	3	4	5	6
1	Maharashtra . .	1. The Bombay Samachar, Bombay	1. Federation of Press Trust Employees Union, Bombay	Proof Readers Hindi News Times of India, Bombay	
2	West Bengal . .	1. Gunabidi (Socialist Unity) Calcutta 2. Ananda Publishers Pvt. Ltd., Calcutta 3. The Jugantar, Calcutta 4. The Amrita Bazar Patrika Pvt. Ltd. Calcutta 5. The Stateman, Calcutta 6. The Mandakini, Calcutta	1. Indian Federation of Working Journalists, Calcutta 2. The Press Club Calcutta	..	
3	Madras . . .	1. The Associated Publishers (Madras) Pvt. Ltd., Madras 2. The Anbu Madurai	1. Madras Union of Journalists, Madras	..	..
4	Uttar Pradesh .	1. The Daily Jagran, Kanpur 2. The Northern India Patrika, Allahabad 3. Associated Journals, Lucknow 4. Sanskrit Saket, Ayodhya 5. Chhantl Gari, Rendi, U.P.	..	..	..
5	Kerala . . .	1. The Malayala Manorama, Kottayam	1. Kerala Union of Working Journalists Trivendram	1. Shri R. Dorai Swami Palghat 2. Shri R. S. Mohamad Palghat	Labour Commissioner Govt. of Kerala Trivendram

6	Punjab . . .	1. The Gandhiwad Rohtak 2. The Tribune, Ambala	1. Punjab Field Correspondents Association, Jullandar	..	Director Labour Bureau Simla
7	Bihar . . .	..	2. Bihar Working Journalists Union, Patna	..	..
8	Mysore . . .	1. Mysore Sahaker Patrika, Bangalore	..	..	..
9	Gujrat . . .	..	1. Saurashtra Union of Journalists, Rajkot 2. Gujrat Journalist Union, Ahmedabad	..	..
10	Rajasthan . .		1. Rajasthan Working Journalist Union, Jaipur	..	..
11	Andhra Pradesh .	1. The Daily Milap, Hyderabad	..	..	..
12	Assam . .	..	1. The Shillong Journalists Association, Shillong	..	..
13	Delhi Territory .	1. The Indian and Eastern Newspaper Society, New Delhi 2. Hindustan Times, New Delhi	..	..	

ANNEXURE IV

Statement showing the position of replies to the questionnaire issued by the Board for Working Journalists (After due date i.e. 30-9-64.)

Sl. No.	Name of the State	Replies from			
		Newspaper Establishment	Union of Working Journalists	Individual parties	Govt. organisations
1	2	3	4	5	6
1	Maharashtra . .	1. Press Trust of India Ltd., Bombay 2. Jam-e-Jamshed, Bombay 3. The Indian Language Newspapers Association, Bombay 4. The Kesari, Poona 5. The Indian Express Newspapers (Bombay) Pvt. Ltd., Bombay 6. The Indian National Press, Bombay 7. The Times of India, Bombay 8. The Sakal, Poona	Maharashtra Union of Working Journalists, Bombay	..	..
2	West Bengal . .	..	The Indian Journalist Association, Calcutta	..	
3	Madras . . .	1. The Swadesh mitran Ltd., Madras 2. The Indian Express (Madurai) Ltd., Madurai 3. Madras Law Journal, Madras 4. Kasturi and Sons Ltd., Madras 5. The Publisher, Kumdam and Madras 6. The Kalaimangal Manjari and Kanan, Madras	.. .. Kalkandu,	.. .. ..	.. ..
4	Uttar Pradesh .	1. Newspapers Ltd., Allahabad	..	..	Dy. Labour Secretary, Govt. of Uttar Pradesh, Lucknow
5	Kerala . . .	1. The Mathrubhoomi, Calicut	..	..	..
6	Bihar . . .	1. Newspaper and Publications Pvt. Ltd., Patna 2. The Bihar Journals Ltd., Patna	..	..	..
7	Mysore . . .	1. The Printers (Mysore) Pvt. Ltd., Bangalore	..	..	..

8	Gujarat . .	1. Phoolchhab, Rajkot	. .
9	Andhra Pradesh .	1. Andhra Pradesh Ltd., Vijaywada 2. The Deccan Chronicle, Secundrabad 3. The Andhra Bhumi, Secunderabad 4. Andhra Pradesh, Vijaywada	Andhra Pradesh Union of Working Journalists, Hyderabad
10	Delhi . . .	1. The Daily Pratap, New Delhi 2. The Daily Vir Arjun, New Delhi 3. The Eastern Economist, New Delhi 4. The Indian Express, New Delhi	
11	Orissa . . .	1. The Samaj, Cuttack 2. Prajatantra Prachar Samity, Cuttack	

ANNEXURE V

WAGE BOARD SECRETARIAT

Research and Statistical Section

1. Shri B. L. Kothari, Investigator Gr. I.
2. Shri M. B. Lodaya, Investigator Gr. II.
3. Shri P. B. Gawarikar, Investigator Gr. II.

Office Staff

4. Shri J. M. Mujumdar, Office Superintendent.
5. Shri K. C. Sethi, Stenographer.
6. Shri P. B. Kshirsagar, Stenographer.
7. Shri G. V. Dandwate, U. D. C.
8. Shri K. L. Jain, U. D. C.
9. Shri V. N. Pareek, L. D. C.
10. Shri Mohan Jhurani, L. D. C.
11. Shri A. P. Deshpande, L. D. C.
12. Shri R. S. Kapoor, L. D. C.
13. Shri P. C. Wankar, L. D. C.

Class IV

(Government Servants)

14. Shri Mohd. Ishaque, Daftary.
15. Shri Gopalrao, Peon.
16. Shri Ramlal, Peon.
17. Shri Manual, Peon.
18. Shri Ramesh Choube.
19. Shri Mubariq Hussain, Peon.

[No. F. 60/2/67-LRI]
P. C. MATHEW, Secy.

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